



RESULTS REVIEW RESOURCE REQUEST (R4) FY 2000

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ACRONYMS

AAWORD	Association of African Women for Research and Development
CCCC	Citizens Coalition for Constitutional Change
CGD	Center for Governance Democracy
CJPC	Catholic Justice and Peace Commission
CPK	Church of the Province of Kenya
CRIC	Civic Resource and Information Center
CRWRC	Christian Reformed World Relief Committee
DDDg	Donors' Democratic Development Group
DFID	Department for International Development
DHS	Demographic and Health Survey
ECWD	Education Center for Women in Democracy
FIDA	Federation of Kenyan Women Lawyers
FPEAK	Fresh Producers Exporters Association
GOK	Government of Kenya
IED	Institute of Education in Democracy
IPAR	Institute of Policy Analysis and Research
IPPG	Inter-parties Parliamentary Group
KANU	Kenya National Africa Union
KARI	Kenya Agricultural Research Institute
KAM	Kenya Association of Manufacturers
KBC	Kenya Broadcasting Corporation
KCC	Kenya Cooperative Creameries
KDHS	Kenya Demographic & Health Survey
KHCF	Kenya Health Care Financing Program
KHRC	Kenya Human Rights Commission
KMAP	Kenya Management Assistance Program
KNH	Kenyatta National Hospital
KUJ	Kenya Union of Journalists
MOH	Ministry of Health
LKWV	League of Kenya Women Voters
LRF	League of Resources Foundation
NCEC	National Convention Executive Council
NCWK	National Council of Women of Kenya
NCCK	National Council of Churches of Kenya
NCPB	National Cereals and Produce Board
NGO	Non-Governmental Organization
NLMT	Nairobi Law Monthly Trust

NTAE	Non-Traditional Agricultural Exports
PLI	Public Law Institute
PSI	Population Services International
SME	Small and Medium Enterprises
UNFPA	United Nations Fund for Population Activities

PART I. OVERVIEW AND FACTORS AFFECTING USAID/K's PROGRAM PERFORMANCE

The potential and magnitude of Kenya's partnership economically and politically continue to be attractive forces for bilaterally and regionally-minded donor countries. As noted below, a number of complicated factors have had a marginal impact on our performance this year but these same factors may have a significant impact on the program next year. Notwithstanding the turmoil facing Kenya, all our SOs either met or exceeded targets in 1997.

1. *Drought, Floods and El Nino:* Kenya's economy came under renewed pressure last year due to drought and heavy, unseasonal rains brought about by the El Nino weather phenomenon. These unusually heavy rains hammered Kenya's agriculture and tourism-based economy and continue to strike further blows to the already battered infrastructure. The rains caused excessive flooding and made large areas of coastal and northeastern Kenya inaccessible. Floods have already claimed over 100 lives and caused extensive damage to the road network. The Mombasa road was cut off by the heavy rains, causing enormous logistical problems for the whole region. The Mombasa-Nairobi road is perhaps the busiest road in Africa, with thousands of trucks carrying goods from the Mombasa port to Uganda, Rwanda, Burundi, Tanzania and the Democratic Republic of Congo. The damage on the roads is so severe that it will take years to repair fully.

The rains also brought Rift Valley fever, cholera, malaria and other diseases that have killed hundreds of people and thousands of farm animals in northern Kenya. Further, the rains brought heavy grain losses. Estimates by USAID's Famine Early Warning System (FEWS) indicate that total national maize output for the July 1997 - June 1998 period will be 2.22 million MT as compared to a national 1991-96 average of 2.61 million MT. Consequently, about 400,000 MT maize deficit is anticipated during the second quarter of 1998 (April-June). An even larger deficit will occur during the third quarter of 1998, when production is normally low. This large deficit has been attributed to a combination of poor weather during the critical growing stages of the crop and to substantial pre- and post-harvest losses caused

by excessive rainfall at harvest, particularly in the principal growing Rift Valley Province. The shortfall in maize is expected to bring higher-than-usual food prices in 1998. The lakeshore region and in the pastoral northern and western areas especially will feel the pinch. Fortunately, due to economic liberalization, grain markets work quite effectively and wide price swings at the retail level have not generated social instability.

2. *The Economy*: Economic growth is projected to fall from 4.6% in 1996 to less than 2% in 1997. In addition to agricultural production being down due to both drought and floods, the collapse of the infrastructure is rapidly increasing transport costs. It is only a matter of time before the road problems translate into reduced industrial production. Notwithstanding the current problems with the roads in Kenya, 50 to 60% of the cost of goods in Uganda, Rwanda and Burundi are accounted for by port and transport charges from Mombasa to the inland destination. Transport through Tanzania is not a viable option for these countries as the Tanzanian railroad is under repair in several sections.

Tourism is down by 40 % due to the uncertainty surrounding the elections, weather related problems and sporadic violence at the Coast. Some parks and reserves have been inaccessible in the last few months. Tourist earning are down an estimated \$280 million in 1997.

The IMF's decision to allow Kenya's ESAF program to lapse in June due to poor performance by the GOK has hit the economy hard and made foreign investors very nervous. The IMF's decision caused domestic interest rates to soar, raising overnight from 18 to 27%. Thus, at a time when government needed additional funds to meet its budgetary commitments, the cost of funds rose dramatically. Following a country-wide teachers strike, the government agreed to a large increase in teachers wages which it simply cannot afford to meet. The budget deficit as a percent of GDP has risen from an estimated 1.7% to over 3.9%. During an IMF visit in February 1998, the GOK agreed to reduce the deficit to 2.4% of GDP by June 1998. (As a reference point, a 3% deficit to GDP ratio is required to join the European Monetary Union). Notwithstanding these problems, Kenya ranked 13th on the African Competitiveness Index developed by the World Economic Forum, ahead of its neighbors: Uganda (14th), Tanzania (16) and Ethiopia (17th).

3. *Unemployment and poverty*: Kenya's main development challenge remains one of employment creation and poverty reduction. Unemployment is high among the urban youth, while underemployment is prevalent in the rural areas. University and secondary school graduates can no longer find jobs. Urban unemployment is estimated at over 20% in the formal sector; rural unemployment is estimated by the government at 12% but underemployment may be as high as 60%. Rising unemployment in 1997 led to periodic outbursts of unrest in urban areas. At the same time, poverty is getting worse in Kenya.

According to the 1997 Economic Survey, 70% of household heads state that they are poorer than they were 5 years ago. More than 7.5 million Kenyans are classified as hard core poor (who cannot even meet their basic minimum nutritional requirements even if they spent all their income on food.). 12.6 million Kenyans are classified as being absolute poor (those with incomes below the minimum expenditure levels on food and non-food.) This bleak picture reflects the growing inequality in income distribution in the economy.

4. **Health:** In addition to the explosion of malaria, cholera and Rift Valley fever due to the heavy rains, and a nurses strike that went on for three months in 1997, Kenya continues to be adversely affected by a high population growth rate of over 2.6% annually. Its dubious distinction of having had the highest fertility rate ever recorded in the late 1970s has resulted in large numbers of women entering their reproductive ages. Just to maintain the 1993 contraceptive prevalence will require a more than 35% increase in the number of family planning users. Added to this is the major challenge of confronting the HIV/AIDS epidemic. Among pregnant women attending antenatal clinics in Nairobi, there has been a steady and rapid increase in HIV seroprevalence from 5.8% in 1990 to 24.6% in 1995. Recent USAID funded analysis shows that the AIDS prevalence rate may be understated by as much as 30%. Thus, the current estimate that 8% of the adult population is HIV positive may have increased overnight to around 11%. Rural rates of infection are now almost equal to urban rates and youth between the ages of 15 to 24 continue to be at high risk due to lack of services targeted to them. A rapidly growing reproductive age population in need of family planning services and an explosive HIV/AIDS epidemic combined with falling resources will continue to severely constrain the Mission's ability to meet targets in the future. This dismal health picture will have direct impact on the economic growth of the country.

5. **The Elections:** One of the defining moments this year in the process of democratization in Kenya was the election. By holding the elections on December 27, virtually the entire year was consumed by election speculation, strategy, plotting and finally campaigning. Were the elections free and fair? By Western standards, the answer would have to be no given the uneven playing field. Were the 1997 elections an improvement over the 1992 election? Most definitely. Elections pundits were projecting a KANU win of 130 to 140 seats in the parliamentary elections. In fact, they won only 107 seats to the opposition's 103 seats. This was tremendous progress. The entire campaign period was marked by much more freedom and less violence than was the case in 1992. For the first time in recent history, the opposition have sufficient votes to be a force to be reckoned within the parliament.

With the elections over, Kenya enters a period of prolonged political transition. This is the last term for President Moi and his succession will be the major focus of political attention. It is assumed that this successor will be the vice president whom the President has yet to

announce. New alignments will be formed both inside and outside of KANU as the president operates for the first time as a lame duck. The stakes are huge for those closely associated with the regime. The political transition will divert attention from the critical economic problems facing the country.

At the same time that the ruling party is focusing on succession, the government will have to address demands made by civil society. A politically active civil society, which was only reborn in 1991 with the advent of multiparty democracy, has become a powerful force for change in the country. This year's rallying cry will be for constitutional change. One can expect further confrontations between civil society and the government with the ever present potential for violence.

6. ***Ethnic Clashes***: Following the elections, ethnic related violence increased. There have been politically instigated clashes in the Laikipia, Nakuru and Njoro areas during January 1998. Over one hundred people have been killed and several thousands made homeless. Unlike the clashes in 1992, victims are arming themselves and fighting back. Tensions remain high in the clash areas and around the country. The potential for ethnically related civil strife to escalate is high.

7. ***Governance***: Following the elections, the donors have chosen to become very aggressive and highly organized around the question of good governance. Building on our very successful donor coordination effort around the elections, we have now formed the donors group on economic governance and have tied any future budget support and/or increase in aid levels to the GOK to improvements in good governance. Representatives of the coordination group have met with the Minister of Finance and with President Moi. Many donors may be following USAID's lead of working more and more with NGOs and the private sector rather than the GOK. All donors recognize that Kenya is too important a country to allow to fail. The donor focus is not to punish the country but rather to hold the government accountable for the funds it receives.

IMPACT ON THE PROGRAM

Many of these problems have had a direct impact on the program. The decline in the tourism sector means that revenues for our Kenya Wildlife Service (KWS) partnership are down. Tourist traffic at sanctuaries set up by our COBRA project are decreasing. Violence at the Coast has negatively affected our microenterprise lending as repayment of loans went down for one of our key partners. A strike by the nurses which lasted from November 1997 to January 1998 will have an adverse impact in the health sector. A bankers strike in March 1998 had a crippling effect on the economy.

Several bridges on the Mombasa road were washed out by the El Nino rains resulting in a 40 kilometer traffic back up on one occasion. As this road is the lifeline for both Kenya and East Africa, production in all sectors are affected when this road is not kept open. In the best case scenario, transportation costs will rise sharply due to the increase in maintenance costs of running vehicles on the damaged roads. The railroad is also in poor shape due to long term deferred maintenance and thus cannot be counted on to carry significantly increased loads if the roads further collapse.

The event which has had the biggest direct impact on our program has been the budget cut imposed by AID/W and lack of a clear interagency policy on Kenya. Based on our R4 review last year, our management contract level was moved up from \$21.0 million to \$24.5 million. We adjusted our program to reflect this new level. Immediately following the elections, this level was reduced not only to \$19.5 million but cut further to \$19.2 million with the economic growth portfolio taking a disproportionate hit. It is not clear how the decision was made; there was no consultation with the field. This 21% decrease in budget will have an obvious impact on the program.

The decision that President Clinton would not visit Kenya on his historic Africa tour will probably have greater impact on our overall diplomatic relationships than it will have directly on the USAID program given that little of our program works directly with the government.

WHERE TO GO FROM HERE

The problems identified above are all very serious. Nonetheless, the populace's quest for economic, political and social reform is deserving of resource support and moral encouragement. With good leadership, Kenya can pull itself out of these crises and get back on the road to development.

The question for the US government and for USAID in particular is the nature of our continued involvement. Our current program does not work directly with the GOK and is not large enough to have a major impact on the macro economy of the country. Our influence and leadership among the international and bilateral players remains solid. This too would grow with an increase in resource support.

Our program is tightly focussed, well managed and producing excellent results in areas that contribute directly to keeping Kenya out of crisis. Cutting funding for AIDS programs, for family planning and child survival only exacerbates an already unmanageable problem. We are a leader in this area; we can do it better than others; we need to stay the course.

In agriculture, private sector and the environment, our microenterprise program provides a safety net for the poor until the economy grows enough to create formal sector jobs. Our agricultural portfolio directly impacts on the rural poor. The environmental work with KWS assists in keeping the peace and protecting the biodiversity around the parks.

The democracy and governance portfolio directly assists the very actors in civil society who are courageously pushing for change in the system. Peace building will become an ever larger portion of our program.

In sum, we think that continuing to cut the AID program to Kenya is not in our national interest. We urge Washington to develop an interagency policy on Kenya and to immediately restore the AID levels to at least the \$25 million range.

SYNERGY

USAID/Kenya would like to bring to AID/W's attention activities we undertook at our 1997 Mission retreat to increase the synergies amongst our SOs. We took a retreat to Nyeri where we organized 10 half-day field trips to our project sites. The rules were that each employee had to visit a project outside of his or her SO. The controllers, program and executive office staff had to visit projects that they were the least familiar with. Following the site visit, the groups noted their observations and learnings and shared them with the relevant SO teams.

Thus, staff learned first hand about each others' SOs. A pop/health officer was heard to say "so that is what all this civic education is all about. I am going to work with the DG SO to embed family planning messages into the civic education they are providing". In another example, the microenterprise officers and health staff are working to expand microenterprise loans to health related businesses. Following the visit to the COBRA project site, the DG SO team pledged to continue to support the Amboselli/Tsavo Group Ranches with DG capacity building grants. The Mission feels that this effort led to greater understanding of the SO's by all the staff. The field visits enhanced both teamwork and morale. As a follow up, we are encouraging SO teams to take someone else from different SO teams along on each field trip throughout the year.

USAID/KENYA AND THE MISSION PERFORMANCE PLAN (MPP)

Kenya is a test site for the new MPP and the USAID/Kenya program has been fully integrated into the MPP. The entire country team met for a half day retreat to decide on the overall thrust of the MPP. The MPP includes 10 areas of focus with AID playing a prominent role in six of these. In all MPP goals in which AID has a role, our financial

contribution makes up the bulk of the USG program resources addressing the goal. The MPP is still in draft and the goals have not been ranked.

The MPP goal which deals with US national security focuses on conflict resolution in the region. Without stability in Kenya, efforts to have a regional impact from a Kenya platform will fail. Our democracy and governance portfolio directly deals with these issues while our economic growth SO and our population and health SO try improve the lives of Kenyans so that the pressure from resource constraints will be lessened and thus potential conflicts avoided.

Our democracy and governance SO provides about 90% of the resources to achieve the MPP goal of democratic reform in Kenya. The Mission has built up a very strong and collaborative relationship with Embassy political section, the DCM and the Ambassador so that the implementation of our program in this area completely complements the Embassy's highly successful diplomatic efforts.

Our economic growth SO is fully integrated into four MPP goals - two goals dealing with economic prosperity, one for humanitarian response, and one for global issues. USAID and the Embassy economics section coordinate fully in a multi-donor effort to enhance good economic governance in Kenya with USAID/Kenya providing the financial resources to move this agenda forward. USAID/Kenya has provided over \$10 million in humanitarian relief resources this year alone. We have been very active in working on relief to development issues in order to increase the effectiveness of relief assistance. Our efforts in agriculture affect the major economic actor of the country, the small scale farmer.

The Mission's population and health strategic objective, as well as the environmental component of our economic growth SO, are at the very heart of the MPP's global issues goal. This MPP goal is supported almost entirely by SO's program with the program objectives and indicators being tied directly to our program.

From a foreign policy perspective, Kenya remains the linchpin of East Africa. As the infrastructure problems recently so aptly displayed, economic problems in Kenya have an immediate negative effect on her neighbors. If Kenya ever has significant social turmoil, the impact on the region could be catastrophic. From a regional perspective, it is absolutely imperative that Kenya remains stable.

USAID/K SELF-ASSESSMENT SUMMARY TABLE

Objective Name	Rating	Evaluation Findings
SO 1: Effective Demand for Sustainable Political, Constitutional, and Legal Reform Created	Exceeded	A USAID-sponsored study on the effectiveness of civic education in Kenya found that about 60% of organizations in our portfolio carry out activities at the grassroots where women are more likely to have access than men; and over 50% of our grants have an explicit gender focus.
SO 2: Increased Commercialization of Smallholder Agriculture and Natural Resource Management	Exceeded	An on-going survey by Egerton University indicates that commercialization of agriculture is on course. A recent assessment of COBRA has shown a positive community attitude towards wildlife conservation.
SO 3: Reducing Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services	Met	Demographic Projections shows fertility trends continue
Percent funding through NGOs and PVOs: FY98 53%; FY99 52%; FY00 52%		

PART I I. PROGRESS TOWARD STRATEGIC OBJECTIVES AND INTERMEDIATE RESULTS

SO 1.0: *Effective Demand for Sustainable Political, Constitutional, and Legal Reform Created.*

USAID/Kenya's SO 1.0 focuses on creating effective demand for sustainable political, constitutional, and legal reform. This SO has two principal intermediate results: civil society strengthened with emphasis on women's participation and electoral process more transparent. USAID assessment is that this SO **exceeded** its expectations in 1997.

A weighted effective demand index is used to track performance of this SO. This indicator **exceeded** the planned target by about 40%. This implies that last year witnessed a substantial improvement in the ability of civic organizations to mobilize and demand for change. Three reasons account for this good performance. First, a wide array of politically active NGOs (many of which are USAID-funded), the religious sector and many political parties formed a coalition under the auspices of the National Convention Executive Council (NCEC) and effectively challenged the Government of Kenya (GOK) and demanded election reforms. These groups put the reform agenda on the map and the government acceded to many of their demands. The fact that the incumbent KANU government agreed to discuss constitutional changes after four and half years of delays, attests to the formidable advance made by this coalition of civil society actors working with political parties. Second, this coalition of civil society actors not only effectively pushed the reform agenda, they also reacted quickly to adverse actions by the government. Third, several formal and ad hoc coalitions were formed to mobilize the public to demand for their rights. USAID partners effectively challenged and even took the government to court for contravening the constitution. The main lesson USAID learned was that the most important pressure for change in Kenya comes from the Kenyan people themselves and that the pressure for change must continue at that level.

Last year, the pressure from Kenyan civil society (supported by USAID and other donors) resulted in the GOK responding directly to civil society demands for legal and constitutional reforms. The GOK responded not only to debates initiated by advocacy groups, but it also reluctantly used the ideas supplied by civil society in its own reform package that was later enacted. Again, last year witnessed advancement of the constitutional reform process through the activities of the NCEC. The GOK initially refused to negotiate on any of the coalition demands. Nevertheless, the NCEC significantly raised the volume of reform calls by holding a series of public rallies. Though opposed to the NCEC, the GOK finally sought to undercut its growing influence by quickly changing tactics and inaugurating a reform process of its own which resulted in the Inter-Parties Parliamentary Group (IPPG) reform package. Among

the electoral reforms were the expansion of Electoral Commissioners to include opposition nominated members, liberalization of meeting permits for campaigns, equal access to media and balanced coverage, and the registration of most political parties. Some laws perceived to be inimical to democratic governance, most of which dated back to colonial times, were either repealed or amended. Provisions were also made for total overhaul of the constitution. The IPPG is the most radical change the constitution has ever undergone. Though implemented very late, these reforms ensured a more open campaign, reduced the risk of electoral violence and boycott by the opposition, and moderated the behavior of law enforcement agents towards the opposition campaigns as compared to 1992. Thus, USAID's long-term investments in building the capacity of civic institutions to demand reforms and government responsiveness are beginning to pay-off significantly.

In addition to gains in the reform environment, many USAID-supported civil society organizations have initiated public debate and helped focus attention on other issues of governance, including human rights. In particular, the research and advocacy efforts of the USAID-funded Kenya Human Rights Commission (KHRC) have prompted the GOK to respond to human rights violations by security forces. Several police officers were charged by the government last year for killing people and the police commissioner sacked. KHRC's activism led to three main responses from the government. First, the GOK created its own Standing Committee on Human Rights. Second, the GOK responded more specifically to the periodic KHRC reports in contrast to the summary dismissals of allegations in previous years. Third, strong criticism by KHRC of police brutality following the killings of three university students led the police to review their policy of using live ammunition to control demonstrators.

Civic and research organizations supported by USAID continues to play a pivotal role in putting and keeping certain legal and economic policy issues in the public domain. For example, research publications from the Institute for Policy Analysis (IPAR), the Center for Development and Governance (CDG), Kenya Human Rights Commission (KHRC), and CLARION have been significant in disseminating legal, economic, and political analyses that inform public debate on critical national issues. These reports have increased public debate of government actions and empowered the public to challenge the government on misuse of public resources. One of most significant publications that has contributed to change in the formulation of government policy is CDG's *Bills Digest*. This publication provides balanced information and analysis to legislators and other interest groups. Due to information provided by CDG, five bills - the Intelligence Bill, the Political Parties Bill, the Communications Bill, the Public Assembly Bill and the Central Bank Bill - were either withdrawn or substantively revised by the Attorney-General's office. Reviewing or withdrawing of government bills is something GOK would never have agreed to two years ago.

IR 1.0: *Civil Society Strengthened with Emphasis on Women's Participation*

This IR focuses on increasing the capacity of civil society organizations to lobby, advocate for reform, mobilize public awareness and generate information relevant for reform. Under this IR, USAID is placing special emphasis on women because they represent over half of the population and have proven to be key actors in building a vibrant civil society. This IR registered impressive results in this reporting period. The two indicators used to track performance, namely, number of women candidates contesting local and national elections and percent of USAID organizations offering civic education programs respectively **exceeded** planned targets. For example, the number of USAID-funded organizations offering civic education focusing on women involvement rose by 54% exceeding the target of 40%. Equally, the number of women contesting national elections was 650, exceeding our target of 500.

A USAID-sponsored study on the effectiveness of civic education in Kenya found that about 60% of organizations in our portfolio carry out activities at the grassroots where women are more likely to have access than men; and over 50% have an explicit gender focus. Because of the general elections in 1997, civic education and awareness-raising were targeted at women. USAID-funded activities were focused on encouraging women to get involved in political activity generally, as well as to vie for office at the local and national levels. The number of organizations assisting women aspirants to network and acquire leadership skills increased from only one in 1992 to five in 1997. As a result of this networking and skills-building, a large number of women gained confidence and declared their interest in running for office in the 1997 elections. These included about 52% of the 172 women from six districts who received leadership training from the National Council of Women of Kenya.

Data from the just-ended general election show that women have made considerable gains both as voters and as office seekers, compared to 1992. In 1992, 25 out of 49 aspiring women parliamentarians were nominated at the primaries with 6 (out of 188 MPs) elected and one nominated to parliament. In 1997, 63 out of 150 women aspirants were nominated at the primaries, although only 4 (out of 210 MPs) elected to parliament. However, this number was doubled when 4 women were nominated to parliament. As a result, there will be more women in the legislature than at any previous time. More profound in terms of general public consciousness, perhaps, were the presidential candidacies of two women, one of whom was a serious contender, retaining her parliamentary seat while running a respectable fourth in a crowded field of 13 candidates. At the civic level, whereas 1992 witnessed 750 women aspirants with only 48 elected, (and 31 later nominated by the Minister for Local Government), 1997 saw 78 women elected even though fewer women (500) were aspirants. Clearly, Kenya society is changing in this regard. This reflects an increased awareness by

women of their own potential. USAID/Kenya has continued to contribute through its support for their heightened awareness and enhanced leadership skills by supporting NGOs active in this area.

At a much broader level, women's organizations have presented positions on issues of national interest such as constitutional reform and affirmative action for women. Over the next year, USAID activities will focus on encouraging lobbying by civil society groups like Kenya Women's Political Caucus (an umbrella organization representing women's rights groups) to press for more balanced gender representation on the Constitutional Review Commission.

IR 1:1 *Organizational Outreach Capacity of Civil Society Organizations Expanded*

For democracy to thrive in Kenya, civil society must increase its rural outreach capabilities and target some geographical/rural areas in order to reach more people of varied social backgrounds. USAID, therefore, focuses intensively on vibrant NGOs to enlarge their organizational and outreach capacities in order to promote more effective civic education programs in rural communities. This year, based on evidence on new data generated during a survey last year, USAID dropped the indicator of percent of population reached by NGO civic education programs. We are currently tracking a more appropriate indicator that focuses on number of NGO networks created to bring together NGOs and other actors involved in a variety of issues within a geographic/rural area. USAID does not expect that performance of this indicator will be reflected in a rise in the number of NGO networks constituted since some networks may evolve to NGOs. USAID target for this indicator was the creation of **two** networks and **7** networks were created, **exceeding** our target.

USAID put more emphasis on its grantees to expand and deepen their civic education into the rural areas. This commitment was well demonstrated when USAID ensured that most of its grantees operated primarily in rural areas. In addition, the three main umbrella church groups -the National Council of Churches in Kenya (NCCCK), the Church of Province of Kenya (CPK), and the Catholic Justice and Peace Commission (CJPC) - with strong rural outreach received our support. The impact of these church bodies in civic education has been substantial, owing to their long established institutional presence on the ground and their work in the area of poverty alleviation. Meanwhile, the NGO sector significantly improved its capacity this reporting year. For example, the Civic Resource and Information Center held participatory workshops in rural areas focusing on the relationship between basic legal and human rights. As a result, many people in the rural areas know their rights. At the same time, the lobbying capacity of civil society through networking was enhanced. For example, in 1996-1997, the NGO Council operated a number of networks, including peace,

development, democracy and governance, land tenure and pastoralism sectors. These networks have brought together various NGOs and other stakeholders to discuss national critical issues.

As a GHAI mission, USAID continues to fund NGOs and religious organizations which are engaged in conflict prevention, mitigation, violence monitoring, and peace and reconciliation activities. During the reporting period, three USAID grantees - the NCCCK, the KHRC, and the NGO council - all undertook investigations on attacks which occurred at the Coast during August-September of 1997. Additionally, the USAID-supported Education Center for Women in Democracy (ECWD) has also maintained a monitoring and reporting system by periodically publishing findings from its "Early Warning Network." This information has ensured that appropriate peace and reconciliation efforts are targeted at clash victims.

IR 2.0: *Electoral Process More Transparent*

The electoral environment in 1997 was far from perfect but substantially better than in 1992. Some important electoral reforms were passed including an expansion of the Electoral Commission, registration of most political parties, amendment of the Public Order Act and the Chiefs Acts, removal of the provincial administration from the electoral field; and an increase in equity of media time for opposition parties. These reforms, although very late and with fairly little impact on the levelness of the playing field, did contribute to the marked improvement in the campaign period over 1992. The elections saw less violence and almost no confrontations between the opposition and the police or provincial administration. This implies less harassment of the opposition. Registration of persons data show that out of an eligible population of 11.6 million, 92.2% applied for new identity cards(IDs). In 1997, opposition parties were allowed about 15% of the air time by the Kenya Broadcasting Corporation (KBC), compared with 0% in 1992. Thus, due to improvement in the performance of the three factors USAID is tracking, namely, percent of eligible voters issued with IDs, harassment of political parties and political party access to electronic media, the electoral environment index **exceeded our target by about 38%**. This implies that the electoral environment was more favorable in 1997 compared to 1992.

Because of mounting pressure from civil society, the KANU government responded to the looming threat of electoral disruption with the IPPG reforms. As a result of the IPPG reforms, a number of political parties were registered, including SAFINA. To increase public awareness of the reforms, USAID supported one of its grantees, Center for Development and Governance, to undertake wide public dissemination of the elements of the IPPG reform package to create civic awareness among citizens of their new roles and responsibilities. In July 1997, a USAID consultant shared with the Electoral Commission,

donors and NGOs, serious anomalies detected in a preliminary assessment of the 1997 registration of voters exercise. Among these was that of the insufficient period allocated for the issuance of national ID cards and voter registration which might have disenfranchised between up to 10% of eligible voters and extension of nomination from 6 hours to two days. Due to this analysis, combined with pressure from donors and civil society, the Electoral Commission responded to these concerns by extending the voter registration period for an additional two weeks and nomination process by two days. These changes contributed greatly to the high number of opposition candidates that participated in the elections.

Another significant outcome of this IR is a markedly increased capacity of civil society organizations to monitor the pre-election environment in 1997 as compared to 1992. The KHRC monitored the Kenya Broadcasting Corporation (KBC) to gauge the extent to which political parties were given equal coverage on radio and television. KHRC found that while KBC devoted 85% of its election-related coverage to KANU, the opposition received only about 15%. However, KBC's decision to allocate 25 minute broadcasts to all the main parties for the promotion of their policies and presentation of their presidential candidates was a dramatic improvement compared with **nothing** in 1992.

An essential aspect of USAID's election program was the mounting of a credible and competent election observation effort. USAID and the American Embassy collaborated with 22 foreign Embassies to monitor the elections. These donors deployed 90 teams, which visited over 500 polling stations in 118 constituencies at various stages of the electoral process, beginning with voter registration. In addition, a consortium of three local NGOs - the National Council of Churches (NCCCK), the Catholic Justice and Peace Commission (CJPC), and the Institute for Education in Democracy (IED) - was formed with USAID and other donor assistance to provide 100% observation of polling centers. The National Democratic Institute (NDI) helped train some 28,000 poll watchers. Without NDI's assistance, it is estimated that less than half this number could have been trained. USAID also supported the NDI training of political parties agents for poll-watching. Training seminars were held country-wide, at which 311 party activists received instruction to become the trainers of their respective party agents. An assessment by USAID concluded that, overall, election observers were much more visible, confident, knowledgeable, and widespread than in 1992. This contributed to an increase in the credibility of the election results, despite the fact that due to massive flooding and unprecedented administrative-logistic failings by the Electoral Commission, the electoral process was better than 1992.

EXPECTED RESULTS AND MANAGEMENT ACTIONS THROUGH FY 2000

The performance of this SO is on track and continuing investing in democracy and

governance in Kenya will yield significant results in the next three years. USAID is confident that this SO will be able to achieve all the planned targets for FY 2000. Civil society is now more stronger (thanks in part to USAID assistance) than two years ago. It is forcing the government to respond to its demands for constitutional, legal and political reforms. Whether the government will continue to engage in genuine bargaining with its opponents is an open question; but the improved capacity of civil society to present, pursue, and mobilize pressure for reforms is palpable. USAID will continue to press for a more inclusive mechanism for comprehensive constitutional reform.

Per our management contract agreement, USAID will undertake a post-election assessment of this SO in March 1998. This assessment will assist USAID to decide whether we should begin working governmental institutions or extend our partnership to NGOs and civil society groups including business and professional organizations, whose importance and influence rose substantially last year. Last year, USAID funded a conflict in Kenya study, whose findings were discussed in a three day workshop, the first of its kind in the GHAI region. USAID will follow this with a conference to share the findings of these studies with regional NGOs and other GHAI partners, including regional USAID missions. USAID will continue to support the production of information which can inform future programming in conflict management.

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created											
APPROVED: 30/09/96		COUNTRY/ORGANIZATION: USAID/Kenya									
RESULT: Effective demand for sustainable political, constitutional, and legal reform created											
INDICATOR: Weighted effective demand index											
UNIT OF MEASURE: Index	YEAR	PLANNED	ACTUAL								
SOURCE: USAID, Print Media, NGO Council	1995 (B)	1.0	1.0								
INDICATOR DESCRIPTION: The following factors were used to calculate effective demand index. Weights attached to each factor are shown. The scores ranged between 1-5, with 1 the lowest score and 5 the highest possible score. <table><tr><td>Factor</td><td>Weight</td></tr><tr><td>a) Interest groups initiate debate</td><td>35%</td></tr><tr><td>b) Local groups respond quickly to adverse actions</td><td>50%</td></tr><tr><td>c) Relevant interest groups form coalitions</td><td>15%</td></tr></table>	Factor	Weight	a) Interest groups initiate debate	35%	b) Local groups respond quickly to adverse actions	50%	c) Relevant interest groups form coalitions	15%	1996	1.4	2.0
	Factor	Weight									
	a) Interest groups initiate debate	35%									
	b) Local groups respond quickly to adverse actions	50%									
	c) Relevant interest groups form coalitions	15%									
1997	1.8	3.0									
1998	2.1										
1999	2.5										
COMMENTS: The weighted effective demand index is the sum of the score for each factor multiplied with the weight.	2000	2.8									

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 1.0: Civil society strengthened with emphasis on women's participation			
INDICATOR: Number of women candidates contesting local and national election			
UNIT OF MEASURE: Actual count of women contesting 1997 general elections (number)	YEAR	PLANNED	ACTUAL
SOURCE: USAID grantees	1992 (B)	150<	799
INDICATOR DESCRIPTION:	1997	500	650
COMMENTS: The performance indicators take into account new constituencies created each year of elections. The performance target figures for FY97 and 00 were reviewed after the Mission decided to count women participating in civic elections. We decided to review the targets to reflect accurately women involvement in elections. Last year, many women contested civic elections because they had better chances of being nominated in the primaries.	2002	600	

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 1.0: Civil society strengthened with emphasis on women's participation			
INDICATOR: Percent of USAID-funded organizations/activities offering civic education programs focusing on women involvement			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: USAID grantees	1992 (B)		0
INDICATOR DESCRIPTION: Actual number of USAID-funded organizations offering civic education programs focusing on women involvement COMMENTS:	1996	20	44
	1997	40	54
	1998	60	
	1999	70	
	2000	80	

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 1.1: Organizational and outreach capacity of civil society organizations expanded			
INDICATOR: Number of NGO regional/rural networks in existence			
UNIT OF MEASURE: Actual count	YEAR	PLANNED	ACTUAL
SOURCE: NGO Council, USAID files	1992 (B)	0	0
INDICATOR DESCRIPTION: Number of NGO networks created to bring together NGOs and other actors involved in a variety of issues within one geographic/rural area (District or Province) COMMENTS: Geographic networks are important in ensuring that NGOs begin addressing issues from holistic viewpoints and pursue integrated approaches, including lobbying in tandem with other actors sharing complementary policy and environmental contexts. USAID does not expect that increased capacity will necessary be reflected in a rise in the number of networks constituted because some networks may evolve into NGOs. So far two networks have evolved into NGOs.	1996	1	2
	1997	2	7
	1998	4	
	1997	6	
	2002	7<	

STRATEGIC OBJECTIVE 1: Effective demand for sustainable political, constitutional and legal reform created			
APPROVED: 30/09/96		COUNTRY/ORGANIZATION: USAID/Kenya	
INTERMEDIATE RESULT 2.0: Electoral process more transparent			
INDICATOR: Weighted electoral environment index			
UNIT OF MEASURE: Index		YEAR	PLANNED
SOURCE: Print Media, USAID Survey			ACTUAL
INDICATOR DESCRIPTION: The following factors were used to calculate the index. Weights attached to each factor are shown on the weight column. The scores for all factors range between 1-5, with 1 the lowest and 5 the highest possible score. After assessing the electoral environment we scored the factors. None of these factors scored more than 2 points out of 5 points.		1992 (B)	1.0
		1996	1.3
		1997	3.2
		1998	
		1999	
		2000 (T)	
COMMENTS: The scale values were assigned according to the following logic. For eligible voters, 90% was considered very high and thus a value of 5. The scale values were assigned at intervals of 10%, for example, 80-89% was assigned value 4 , and so on. The scale value for harassment was inverted, with 90% plus being assigned a value of 1. The scale for political party access to electronic media was converted to a percentage and into installments of 20%, with 20% assigned a value of 1 and so on.			

SO 2.0: *Increased Commercialization of Smallholder Agriculture and Natural Resource Management*

USAID/Kenya's Strategic Objective 2.0 aims at enhancing both agricultural productivity and natural resource management for sustained economic growth through commercialization. It focuses on: (a) transforming smallholder agriculture from semi-subsistence to commercially-oriented production; (b) mobilizing communities adjacent to parks to benefit from wildlife conservation; and (c) promoting appropriate agricultural practices and livestock husbandry in food deficit areas to accelerate transition from relief to development. SO 2.0 is a multi-pronged objective which links micro and small enterprises (MSE) development with small-scale agriculture and natural resource management in a revitalized private sector initiative. The synergy between agriculture, MSEs and natural resources is exemplified by the predominance of agriculture-related firms in the economy and the strong backward and forward linkages among the three. This innovative SO builds upon USAID's past successful investments in Kenya, which have become models for programs in the East and Central African region. It fits well with USAID objectives and U.S. national interest of broad-based economic growth and agricultural development and contributes to the key USAID initiatives such as the GHAI, the Microenterprise Initiative, and the New Partnership Initiative.

HIGHLIGHTS OF SO2 PERFORMANCE

►Proportion of maize sales to production was 38% in 1997 as compared to a target of 35%.

►Incomes from natural resource management-related investments in USAID focal areas grew by 22% in 1997.

►Wildlife numbers increased in USAID project areas.

►14 new varieties of horticultural crops and two sorghum varieties had been released to farmers by 1997, compared to 11 in 1996.

►Horticultural exports increased by 24% in 1997 against a target of 7%.

►The microenterprise sector created over 200,000 new jobs, in excess of the 120,000 jobs planned in 1997. MSEs accounted for 61% of all private sector employment.

USAID assesses the performance of SO 2.0 as having **exceeded** planned targets in 1997, as shown in the SO performance table above. Preliminary results from an ongoing USAID-sponsored study by Egerton University indicates that in 1997, farmers sold 38% of maize production, compared to our target of 35%. This crucial indicator of smallholder agriculture commercialization **exceeded** our 1997 target and improved on previous years' results, which were 12% and 24% in 1992 and 1996, respectively. USAID's COBRA project-related MSE investments increased from \$460,000 in 1995 to \$730,000 in 1996, but declined by 10% to \$660,000 in 1997 due to the plummeting in tourist numbers resulting from political violence at the Coast and the poor weather attributed to the El-Nino. However, incomes earned by communities from natural resource management-related investments increased by 22%, while

employment generated increased by 26% in 1997. A study on gender analysis sponsored by USAID in 1997 identified areas through which women participation in economic growth activities, especially smallholder agriculture, can be enhanced. As a result, USAID programs are now targeting greater involvement of women in microfinance, horticulture exports, and agribusiness.

IR 1.0: *Increased Strength and Competitiveness of Agricultural Markets*

Performance of this intermediate result exceeded the targets during the reporting period. USAID's activities on agricultural policy reforms and improved farming technology development and transfer continued to strengthen the agricultural markets further. Private sector participation was more active in virtually all commodity sectors. The sector now provides most of the marketing functions in the grains sector. The role of National Cereals and Produce Board (NCPB), a parastatal, continued to decline. During 1997, it purchased about 2% of maize production, mainly for the GOK's drought and flood disaster relief, exceeding the target of 30%. This indicator dropped rapidly from 45% in 1995 to 8% in 1996 because of a faster pace of economic reforms, and the Mission will not continue its monitoring in the future. The markets are more competitive and farmers are getting better prices as evidenced by the farmgate to wholesale price ratio for maize, which improved from 80% in 1995 to 82% in 1997.

Commercialization of dairy was further facilitated by the USAID's support to the American Breeders Service (ABS), a U. S. company. The share of Kenya Cooperative Creameries, a quasi-government organization, in the milk distribution market drastically declined in 1997. As a result of USAID's successful interventions, 40 new private dairy processing firms are now participating in the market. Twenty more have applied for licensing and may be operational within this year. This has spurred growth in the dairy industry in Kenya and milk yields have since increased by 50%. This activity is an example of USAID/Kenya's excellent partnership with G/EG.

DAIRY SECTOR PRIVATIZED

According to a recent mid-term evaluation by a AID/W senior livestock advisor, the USAID/ABS partnership has had an overwhelming success in terms of privatization of the dairy sector as well as the opening of the U.S. bovine genetics market in Kenya and the region. U.S. genetics and equipment exports, which have been non-existent in the region before the project, now dominate the Kenyan market. Kenya has imported from U.S. \$1.6 million, while Tanzania and Uganda have ordered \$30,000 worth of genetics and equipment. Trade is expected to expand with all countries in the region, including Rwanda, Burundi and the Congo.

Kenya's agricultural research system, one of the best in sub-Saharan Africa, has played an important role in the country's agricultural commercialization. Kenya Agricultural Research

Institute (KARI), one of the longest USAID-funded partners in the country, had developed and released 14 new horticulture seed varieties and two new sorghum varieties by 1997, compared to a total of 11 in 1996. The horticulture varieties, which typically yield four times the traditional varieties and have a higher disease resistance, have been widely adopted in the Great Lakes region. Presently, KARI's maize varieties produce 80% of the maize grown in Kenya. Scientists from KARI have helped Oserian Limited, one of the largest flower growing firms in Kenya, to plan its research laboratory and obtain the needed equipment. KARI's seed varieties have been widely adopted in GHAI countries, enhancing collaboration in the transfer of technology. Another modest investment by USAID of \$60,000, demonstrates how African ownership, a principle of GHAI, can contribute to widespread adoption of new technology, and a major commercialization impact. A simple and inexpensive small-scale drip irrigation system developed by a U.S. company, and being locally adapted by KARI, has resulted in great improvements in vegetable production by small farmers. The system is in great demand in Kenya and in the GHAI region.

WOMEN SMALLHOLDER AGRICULTURE COMMERCIALIZED

USAID, through the University Linkages Nutribusiness Project, assists over 2,500 smallholder women farmers in Muranga and Bomet districts to commercialize. The women process a portion of their agricultural production into supplemental weaning mixtures for children, which are sold in markets. This effort, not only creates microenterprises and employment, but also improves child survival, which is an activity in SO 3.0. It also links with democracy and governance as it involves women from politically opposed tribal groups in a common

USAID, through the Kenya Market Development Project (KMDP), has improved approximately 520 kms of inter-market roads in Kenya. The roads have facilitated commercialization by linking farmers to the consumers and promoting new micro and small enterprises in the new rural market centers. A recent evaluation of KMDP showed that returns of Kshs230 accrued from every Kshs100 spent on road improvements; 70% of these returns were from savings on vehicle operating costs and reduction in post-harvest losses. Maize farmers in the KMDP roads project areas also received a greater share of the retail maize price of 82% as compared to 69% before the roads were improved.

USAID has integrated PL 480 Title II into this SO. Title II assists communities living in food-deficit areas to commercialize and move from relief-dependence to development status through interventions such as drought-resistant cropping, livestock husbandry, soil and water conservation, and micro-enterprise activities. These communities have been unable to participate meaningfully in commercial agriculture because of persistent drought and, hence, rely on relief food to meet their daily calorie requirements. However, USAID's work in these remote areas demonstrates that these communities can make a transition from relief to development. For example, World Vision, an NGO assisted by USAID, has been working with the Turkana community in the northern part of Kenya since 1992. During the 1997

drought, the community met most of its calorie requirements through food harvesting from quarter-acre irrigated plots, utilizing a seasonal river. Due to USAID support, the proportion of income from relief in this community, fell from 80% in 1992 to 58% in 1997.

Commercialization has resulted in more sophisticated markets, with international trade increasingly playing a major role in meeting food deficits and stabilizing prices. The government has gained confidence in the traders' ability to make food available to consumers, even in severe weather conditions, and Kenyans have accepted the role of the free market in determining prices without official direct intervention. Food lines and riots from price increases are no longer seen in the streets. As part of management for results, USAID will strengthen further these markets by supporting the nascent commodity exchange set up last year, and rejuvenate the market information branch of the Ministry of Agriculture. USAID will continue supporting dialogue and advocacy to reform trade policy and harmonize them at the regional level.

IR 2.0: *Increased Labor Opportunities for Smallholders and Communities Adjacent to Parks and Reserves.*

Targets under this intermediate result were exceeded during the reporting period despite the fact that most activities under the microenterprise development program did not commence until mid year due to delays in procurement. According to the 1997 GOK's Central Bureau of Statistics estimate, the MSE sector employment grew by 18% in 1996, creating over 200,000 jobs and exceeding our target of 120,000 jobs. This represents about 61% of private sector, non-farm employment. This growth is partly due to USAID's past investment in the sector. USAID's long-term partner, the Kenya Rural Enterprise Program (K-REP) and its network of NGO partners, disbursed 13,540 loans in 1997, valued at \$7.2 million. Approximately 60% of the loan recipients were women. Direct number of MSE jobs created by this intervention is estimated at 4,756. The Mission recognizes that the microenterprise lenders in Kenya, mostly NGOs, have yet to reach levels of outreach and sustainability to meet the existing vast need for credit. In this endeavor, USAID is supporting K-REP to establish a microfinance bank. Already seven private sector institutions, including Southshore Bank from Chicago, have signed shareholders' agreements. The bank is expected to be launched before the end of the year. This effort will achieve greater outreach and stimulate the development of the MSE sector, not only in Kenya, but also in the GHAI region.

Recognizing the limited outreach of donor-dependent NGOs, USAID is supporting innovative investments in the credit union sector, which has substantially more potential for reaching MSEs. The AFR/SD credit union revitalization regional program, together with the recently launched G/EGAD/MD-funded credit union program, is targeted to strengthen the operations

of already sustainable Kenyan credit unions and regear a substantial part of their portfolio towards MSEs. In Kenya, the mix of some of the most robust microfinance and non-finance NGOs supporting MSEs and one of the largest and most progressive credit unions in Africa seems to be a winning, innovative partnership.

USAID's MSE policy efforts continue to identify and propose policy solutions to business development constraints. The program's policy forum, comprised of key policy makers and other players is working on specific recommendations for removing constraints to the MSE property ownership rights. Also an intra-governmental coordinating committee has been established to analyze and implement policies affecting the MSE sector in a coordinated and efficient fashion.

EUROPEAN AWARD FOR A KENYAN MSE WOMAN

Mrs Miran, a micro-entrepreneur, won a major European award which honors non-European Union small enterprises for excellence in quality, innovation and marketing for her perfume business. She was awarded by the Euromarket Forum, a biannual event organized by the European Market Research Center in Brussels. Mrs. Miran started her business in July 1996 after attending USAID-funded K-MAP business courses. The chairman of K-MAP said Mrs. Miran's success showed that the small-business sector had potential not only as an employer, but as a source of high quality products.

USAID's Conservation of Biodiverse Resource Area (COBRA) is creating employment and income for communities living adjacent to parks and reserves. Communities are mobilized to start nature-based tourism-related enterprises and sensitized to participate in wildlife conservation. Income earned by the communities, from MSE activities related to community-based natural resource initiatives, such as bee-keeping, bird hunting, and ecotourism, grew by 22%, from \$110,000 in 1996 to \$134,000 in 1997. Employment generated by investments in the USAID focal areas also grew by 26% from 396 in 1996 to 538 in 1997. Women comprised 34% of the total number of people employed by these investments.

An assessment of the project in November 1997 revealed a drastic change in attitude and behavior of these communities: they are increasingly accepting occasional damage to property by wildlife and/or loss of livestock, if they can realize benefits from the tourist activities that depend on wildlife. A recent USAID-sponsored study showed that wildlife numbers have been increasing in COBRA areas, since the early 1980s, although, overall, they are decreasing in

COMMUNITY ATTITUDE TO WILDLIFE CHANGED

Views of a landowner writing in the dailies mailbox captures the positive change in community attitude. "...Since 1991, there has been a change, resulting in more open consultations and dialogue between landowners and the KWS on utilization, translocation, partnership and financial support for community-based revenue schemes. As a result, the future has never looked brighter for wildlife"

Kenya, mostly due to loss of habitat. Whereas wildlife numbers decreased nationally from 814,254 in early 1980s to 755,238 in late 1990s, they increased in Kajiado and Laikipia, two of the USAID four focal districts, from 124,890 and 54,805 in the early 1980s to 148,770 and 68,894 in late 1990s, respectively. The increase is attributed to the impacts of USAID conservation strategy. As a result of USAID's success in wildlife conservation, the COBRA pilot activities have been scaled up nationally by KWS. In October 1997, USAID and its main partner, Kenya Wildlife Service (KWS), sponsored a workshop, in collaboration with East African Cooperation member countries, whose purpose is to harmonize wildlife policies and objectives. Working in the spirit of GHAI regional cooperation, delegates committed themselves to continued collaboration on programs directed toward the conservation of biodiversity. USAID is in the advanced planning stages for a follow-on COBRA II, which will focus on capacity building of communities, NGOs and the private sector, to increase participation in sustainable wildlife management. USAID will also incorporate a regional perspective into this design. USAID and its partners believe that community participation is the only way to preserve Kenya's rich biodiversity. However, our scarce environment funds will require USAID to scale back its proposed initiative, compared to COBRA phase I.

IR 3.0: *Increasing Growth of Non-traditional Agriculture Exports*

USAID's export program with the Kenya Association of Manufacturers (KAM) and Fresh Produce Exporters Association of Kenya (FPEAK) focusses exclusively on non-traditional agricultural export (NTAE) production. It supports improvement of policy environment, building of exporter's associations' capacity, and development and adoption of hybrid seeds. Despite the deleterious effects of the El-Nino weather phenomenon, the sector has continued to register excellent performance, and the target for the intermediate result has been exceeded. Horticultural NTAE export earnings increased by 24% in 1997, against our target of 7%. Preliminary 1997 data, however, indicate that flood damage, especially of fresh beans and other vegetables, may bring these gains down during the upcoming year.

Efforts by the two USAID-supported exporters' associations, KAM and FPEAK, have led to policy changes including abolition of the Foreign Exchange Act; removal of duty/VAT charges on imports for export production; implementation of regional convertibility of currencies among East African Cooperation member countries; and imposition of strict penalties on violators of source or origin laws which impose unfair competition on Kenyan exports. USAID will give serious attention to capacity building in KAM to enable it recruit and retain members and increase its revenue generation from internal sources. The greatest threat to Kenya's fresh produce exports is the increasing environmental regulations being imposed by European buyers. FPEAK, through the USAID assistance, has developed a code of practice which is designed to assure product quality to international consumers.

EXPECTED RESULTS AND MANAGEMENT ACTIONS THROUGH FY 2000

Due to delays in procurement, most activities under intermediate results 1.0 and 2.0 were not implemented during the reporting period. The Mission is currently contracting with partners to implement the new agribusiness development and the MSE development activities. We expect to achieve all our targets in 1998 and beyond, once all the procurements are in place and implementation takes course. However, the El-Nino phenomenon had a greater impact on Kenya than initially expected. The damage on infrastructure, especially roads, coupled with the adverse effects on agricultural production, is expected to negatively impact on our SO performance in the coming years.

Nevertheless, funding shortfalls over the last several years have slowed momentum and eroded our gains. The second year of our CSP saw a budget significantly less than that agreed to during our CSP negotiations. If this continues, our targets will obviously be compromised and hard choices will have to be made as to where we back off on activities which are necessary for achieving results during the five-year CSP period. Even now, USAID's ability to build on Kenya's importance in the region under GHAI--for example, in agriculture research, microfinance, and commercialization of smallholders--is diminished because of a 75% drop in funding during the current CSP period compared to the previous five-year period.

Staffing cuts have exacerbated what is already a bad situation. Our ability to play a leadership role with the GOK and other donors in our economic growth areas is compromised with only one USDH. Being in front and building on our leadership in microfinance, environment and agriculture does not occur with a skeleton staff. Our CSP reflects integral partnerships with other donors. Not having adequate expertise to "partner" effectively goes against the spirit of reengineering and may result in USAID being isolated. Likewise, accountability--for which we have allocated substantial human and financial resources--will be weakened.

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
RESULT: Increased commercialization of smallholder agriculture and natural resources management			
INDICATOR: Smallholder crop production marketed			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: Economic Survey, Special Studies, Ministry of Agriculture Reports	1992 (B)		12
INDICATOR DESCRIPTION: Smallholder crop marketed divided by total smallholder crop output	1996	30	24
COMMENTS: As farmers commercialize, they switch from maize to higher-value commodities. Maize production remains mainly for household consumption, hence the proportion sold declines, instead of increasing. Mission will monitor the trend and decide whether to adjust the targets or change the indicator from maize to all crops produced by smallholders. The report period was impacted by both drought and El-Nino related floods. Mission is active in relief efforts to mitigate this through relief to development continuum methods	1997	35	38
	1998	40	
	1999 (T)	45	
	2000	40	

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
RESULT: Increased commercialization of smallholder agriculture and natural resources management			
INDICATOR: Growth in selected natural resource management-related investments in USAID target areas			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: Kenya Wildlife Service	1995 (B)		
INDICATOR DESCRIPTION: Annual percentage change in community-based ecotourism investments, as measured in Shillings.	1996	25	38
COMMENTS: Tourism sector performed very poorly during the year due to the plummeting of tourist numbers. This adversely affected investment in natural resources management-related businesses. Performance of the sector is not expected to improve in 1998.	1997	25	(10)
	1998	25	
	1999	25	
	2000 (T)	25	

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
RESULT 1.0: Increased strength and competitiveness of agriculture markets			
INDICATOR: Sales of maize to the state corporation (NCPB).			
UNIT OF MEASURE: Percent		PLANNED	ACTUAL
SOURCE: Ministry of Agriculture	1995 (B)		45
INDICATOR DESCRIPTION: Amount of maize sold to NCPB, a parastatal, divided by total maize marketed. COMMENTS: NCPB role in the cereals market has become insignificant. All its purchases were for GOK's relief activities and not for regular trading operations. Mission will stop monitoring this indicator in future, as a result.	1996	35	8
	1997	30	2
	1998	25	
	1999	20	
	2000 (T)	15	

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
RESULT 2.0: Increased services and labor opportunities for smallholders			
INDICATOR: Growth in total micro and small enterprise employment			
UNIT OF MEASURE: Number of people (in '000)	YEAR	PLANNED	ACTUAL
SOURCE: GOK's Central Bureau of Statistics, Economic Survey 1997	1995 (B)	1,200	1,200
INDICATOR DESCRIPTION: Number of people employed in MSEs COMMENTS: Importance of the MSE sector in generating employment is demonstrated by the fact MSE sector employment represented 61% of private sector, on-farm employment. Mission plans to review the annual targets in future when reliable data becomes available. *Estimated figure	1996	1,320	1,400
	1997	1,452	1,500*
	1998	1,597	
	1999	1,756	
	2000	1,930	

STRATEGIC OBJECTIVE 2: Increased commercialization of smallholder agriculture and natural resources management APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
RESULT 3.0: Increasing growth of non-traditional agricultural exports			
INDICATOR: Annual increase in real export earnings from horticulture exports			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: 1997 Economic Survey, KAM, FPEAK	1995 (B)	10%	10%
INDICATOR DESCRIPTION: Annual change in foreign earnings from horticulture, which includes cut flowers, fruits and vegetables, both fresh and processed. Total horticultural exports in the 1995 base year were \$190 million. COMMENTS: Forex earnings derived from processed and fresh horticulture NTAE increased significantly in 1997 from last years earnings. Mission expects this trend to be affected in the future periods by the disruptions caused by the El-Nino related weather conditions.	1996	7%	16%
	1997	7%	24%
	1998	7%	
	1999	7%	
	2000 (T)	7%	

SO 3.0 *Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services*

USAID assessment is that SO 3.0 **met** its 1997 targets, despite continued funding uncertainties and an environment characterized by political turmoil, massive flooding, and a nationwide nurses strike. Results of the 1998 Demographic and Health Survey III (KDHS) are not yet available, but estimates based on statistical modeling, service statistics and logistics management information strongly suggest that SO 3.0 will meet its targets in 1998. If program inputs remain at or above current levels, the steep decline in total fertility rate (TFR) from 7.7 in 1984 is expected to continue, substantially contributing to

reduction in the population growth rate and related pressures on land and resources. The estimated 1997 TFR reached 4.7, only slightly above the target of 4.6. Data on an important HIV/AIDS target, increase in the use of condoms with non-regular sexual partners, will be collected in the 1998 KDHS. However, proxy data on condom use showed that sales of *Trust* condoms almost doubled between 1996 and 1997. This suggests that SO 3.0 will meet this target in 1998. The steep decline in TFR and increase in condom sales can be attributed in large part to USAID/Kenya's ambitious population and health strategy which supports a range of integrated national level activities in family planning (FP), HIV/AIDS, and child survival. Taken together, these activities are serving to improve the policy climate, and increase both the availability and sustainability of needed services.

►The total fertility rate in Kenya continues to fall, declining from 8.1 in the early 1980s to 4.7 in 1997

►Over 40 million condoms were distributed in 1997, 33 million through the public sector and NGOs and 8 million through the social marketing program

►Cost sharing revenues have contributed over \$31 million since 1989/90

The three intermediate results of SO 3.0 are integrally linked. IR 1.0's donor coordination and resource leveraging activities resulted in joint programming with other donors for FP logistics and training, social marketing and malaria control. USAID worked steadily with donors and the Government of Kenya (GOK) to develop a sector wide approach which will result in more rational programming and utilization of health sector resources. IR 2.0's cost sharing revenues contribute to the Ministry of Health's (MOH) budget for primary and preventive services. IR 2.0's technical assistance in capacity building helped traditional FP non-governmental organizations (NGOs) supported under IR 3.0 to develop more efficient management systems and to better manage their resources, ultimately contributing to their sustainability. Possible expansion of the AIDS social marketing program into FP and bednets are exciting opportunities to better integrated service.

Information for decision making and for ascertaining progress toward targets is crucial for measuring the impact of SO 3.0. USAID monitors national contraceptive method use through improved logistics information systems, research and modeling. The 1998 KDHS (jointly funded by USAID, the GOK and other donors) will collect information from 11,000 Kenyans on reproductive health knowledge, attitudes and practices. Since KDHS is conducted every five years, we expanded our data collection to include annual proxy indicators. The complex Spectrum software uses these data to estimate the contraceptive prevalence rate (CPR) and total fertility rate. In FY98, SO 3.0 will assess information gaps at the client and facility levels to ensure that the proper mix of survey and project level data is collected. The result is better quantitative and qualitative indicators of progress toward achieving SO and IR targets.

SO 3.0 formally assessed gender issues within its activities and results in FY 97. The report noted that many aspects of SO 3.0 were "female-oriented" and suggested ways to improve and strengthen responsiveness to gender concerns. These include policy support to enhance the status of women and a greater role for men in reproductive decision making. We began operations research in FY 97 to focus on female-controlled barrier methods of contraception and added a female circumcision module to the KDHS.

During FY 97, SO 3.0 team members joined other SO teams to examine synergistic opportunities such as the potential impact of microenterprise lending on the sustainability of community-based health programs. Links between nutrition and food security were highlighted through joint proposal reviews among SOs. USAID's showcase logistics project provided technical assistance to Mozambique, Zambia, Malawi, Eritrea and Zimbabwe and is the leading a regional model for logistics management issues. We will continue to collaborate with REDSO/ESA to improve the quality of reproductive health care and nutrition within the GHAI by transferring lessons from the more mature Kenya program to other countries in the GHAI region.

IR 1.0: *Non-USAID Financial Resources for Family Planning, HIV/AIDS and Child Survival Increased*

USAID **exceeded** its IR 1.0 target to facilitate development of two GOK multi-year plans. The first multi-year plan was the *Sessional Paper on AIDS in Kenya* which was passed by Parliament in 1997. With its passage, the GOK, for the first time, has articulated a national policy to combat the HIV/AIDS epidemic over the next 15 years. This represents a major step toward rational allocation of resources for HIV/AIDS prevention and treatment. Second, a Health Reform Secretariat workplan was developed. This forms the basis for guiding the reform process. Third, a malaria policy paper was completed by GOK and work on guidelines for

treatment started. A result is that in chloroquine resistant areas, such as Bungoma District (where over 80% of malaria cases are not treatable by chloroquine), sulphur-based antimalarials are now the first line drugs for malaria treatment. These policy formulations and strategic planning instruments are critical tools to heighten donor confidence and willingness to invest in the sector and provide a rational basis for determining internal and external financing requirements. They must be developed within coherent policy frameworks and have the full involvement and commitment of all partners, including donors, GOK and NGO implementors.

Fostering donor partnerships in connection with the GOK's planning processes is another strategy to leverage sector resources. During FY 97, USAID efforts resulted in Kenya's first unified approach to sector financing through agreement with the GOK to undertake sector-wide resource planning and allocations. In 1998, a comprehensive sector-wide implementation plan which includes FP, HIV/AIDS and child health will be developed.

USAID also worked closely with donor partners to develop complementary support for several SO 3.0 activities. We collaborated with the UK's Department for International Development (DFID) in adolescent reproductive health, condom social marketing and FP. DFID's contribution of 40 million social marketing condoms to the USAID private sector implementor received strong MOH support. UNFPA and DFID's contributions to the KDHS provided 31% of the necessary funds for the \$1.5 million budget. At the request of the GOK, the USAID-supported FP logistics unit completed a Danish-funded study providing options that would radically restructure the central medical stores procurement system. Under the US/Japan Common Agenda, a plan resulted to jointly support the GOK's efforts to make its second largest hospital a model for hospital autonomy.

In 1997, the MOH agreed to the concept of the Vaccine Independence Initiative (VII) to decrease GOK reliance on outside donors for its vaccine needs. MOH requested the Ministry of Finance to include a line item in the FY 98/99 recurrent budget for vaccines. Also in FY 97, a *Population Sessional Paper* was introduced to Parliament. Despite general agreement on the draft, the impending elections and other political priorities prevented passage of this paper before Parliament was dissolved. We expect it to be reintroduced and passed in FY 98. Results of both VII and the *Population Sessional Paper* will be reported in FY 2001 R4.

IR 2.0: *Capacity of Public and Private Health Institutions to Finance, Plan and Manage Resources Increased*

Cost sharing revenues steadily increased in 1997, with collections of \$8.5 million, **exceeding** 1997 targets. Cost sharing has generated an estimated \$31.7 million since its inception in

1989/90, and continues to be a critical source of additional funds for improvements in preventive services, hospitals and rural clinics.

Privatized institutions tend to perform much better with fee collection schemes than do strictly public facilities. Kenyatta National Hospital (KNH), the largest referral hospital in the country and the first to introduce cost sharing in 1989, demonstrates that a well-run cost sharing program cultivates good institutional management practices and can pave the way for privatization. KNH became autonomous in 1993 with USAID assistance, and today is the highest cost sharing earner in the program. Based on this result, Kenya's second largest Government hospital is now scheduled to become autonomous in early 1998 due in large part to its excellent track record with management of the cost sharing program.

A new USAID health care financing technical assistance contract achieved rapid start-up and excellent institutional linkages with the MOH during its first year of operation. Technical assistance focused on consolidating achievements to date and refining future directions. For example, ways to further strengthen the cost sharing program were assessed; and a series of consultations helped the MOH to define the sectoral framework for decentralization. As a result, legislative reviews and modifications of regulatory guidelines for decentralized management are currently underway. Major progress was also made in the contract's NGO sustainability component. A strategy and process for providing technical assistance to private sector and NGO health and FP service providers were finalized and implemented. Three key NGOs which currently receive USAID financial and technical support will also receive help in analyzing their operations from the point of view of cost, sustainability and/or management efficiencies.

An annual work plan developed jointly by the technical assistance contractor and MOH staff, fully integrates their work and improves the outlook for institutionalization of technology and skills. During 1998, major emphasis will be placed on systems development, training and supervision (to further strengthen the performance of the cost sharing program) and to develop at least one privatization or managed care initiative.

IR 3.0: *Customer Use of Integrated FP/HIV/AIDS/CS Services Increased*

Three key results attest to the success of USAID's strategy to increase customer use of family planning and HIV/AIDS services. First, use of modern contraception among all women of reproductive age has increased over the last twelve years from 7.7% to 31% in 1997 (Spectrum model estimate). We believe that the 1998 DHS will confirm that the contraceptive prevalence rate (CPR) will meet its ambitious target of 32.8% in 1998. Second, couple years of protection (CYP) has increased from 1.38 million in 1994 to 1.88 million in

1997, an increase of 36%. This is a new indicator which will enable us to gather actual, yearly data from our logistics management information system. Finally, results from the private sector condom social marketing program reflect average monthly sales of *Trust* condoms of 655,000 in 1997, an increase of 72% above 1996 levels. The ambitious target of 785,000 per month was **not met** because of ethnic clashes, unseasonal rains and flooding and preparations for a contentious election which prevented regional sales staff from covering their areas on a continuous basis. We expect 1998 targets to be met due to a calmer political climate, increased sales staff and liberalized policies for television and radio advertising.

Women's desire for more effective methods is shown clearly by the changes in demand since 1989 for various hormonal methods and in the improvement in the method mix. From 1989 to 1997, oral pill use increased from 20% to an estimated 30% of the method mix; and injectables increased from 12% to an estimated 25%. Use of traditional methods has declined from 38% to an estimated 13% in 1997. While our results show a strong demand for modern contraception, important work remains to be done to improve quality of care and access to services.

To improve information about where quality FP services are available, in 1997, USAID's IEC program launched the national family planning logo, **meeting an important USAID target**. The challenge for 1998 will be to assure dissemination of the FP logo to all service delivery points. In terms of capacity building, USAID assistance has resulted in the MOH now being able to manage in-service FP training and to build pre-service training capacity. To date, 12 decentralized training teams have been established and 74 model sites equipped to provide clinical training. USAID supports delivery of family planning and HIV/AIDS/STD services at the clinic and community levels through private sector organizations and NGOs. While budget cuts in FY 96 resulted in support for fewer service delivery sites, especially through community-based distribution (CBD), strategies were developed to assure that the remaining USAID-supported sites are helped to build management capacity and sustainability.

Quality assurance and better supervision ensure that clinical services are delivered safely and effectively and emphasize voluntary choice by clients. USAID-supported teams help clinic staff and managers to analyze their constraints and prioritize solutions in order to provide better quality care. USAID assisted 42 of 60 MOH provincial and district hospitals to provide a wide range of reproductive health services, including permanent and long term methods. USAID assistance to strengthen health sector logistics management systems has enabled the MOH to effectively forecast, monitor and oversee distribution of FP commodities to service delivery points throughout the country. Over 90% of district stores now have a 3-month supply of condoms, injectables and low-dose contraceptives, **meeting an important lower level target**. In the FY 2001 R4, the same data will be reported at the level of the

service delivery points. The success of USAID's support for the logistics management unit has meant that, with other donor input, its role has expanded from managing and monitoring only FP commodities to managing STD drugs and other essential drugs and vaccines.

The HIV/AIDS epidemic continues to be of deep concern in Kenya. In addition to the passage of the *Sessional Paper on AIDS*, USAID met **significant lower level policy targets** by the establishment of two AIDS networks, one for NGOs and one for churches. Both groups focus on policy and advocacy for AIDS prevention and care at the national and local levels. Continued assistance to the National AIDS/STD Control Program in the interpretation, dissemination and evaluation of sentinel surveillance and behavioral data assures that policy makers understand the epidemic's evolution and implications.

The first Kenya AIDS project ended in September 1997 after five years. Evaluations of over 20 subprojects showed impressive results. In the area of NGO capacity building and peer education in workplaces, universities and the private sector, AIDS networks were created or strengthened. Results also showed the nationwide range and impact of presentations on HIV/AIDS through drama and radio. A bridging project through 1998 will maintain the most successful activities of the previous project and test the most promising approaches. In May 1998, USAID will design a new five year results package to address the changing environment of the epidemic in Kenya. To date, surveillance data show no declines in HIV prevalence or incidence in Kenya, making national level "progress" against the epidemic difficult to document. However, under the new HIV/AIDS project, USAID will work closely with the Government and other donors to develop a framework and set of indicators to improve results-oriented monitoring and evaluation of national HIV/AIDS/STD programs.

In addition to a 72% increase from 1996 to 1997 in sales of *Trust* condoms, the condom social marketing program worked in collaboration with Kenya's first private radio station, Capital FM, to produce a series of high profile interviews and engaging advertising spots on HIV/AIDS which were aired in prime time. In 1998, as a result of prolonged negotiations with the Ministry of Broadcasting and Information and support by the MOH, we expect that *Trust* condom advertising will be permitted to run on national television after a two year hiatus.

USAID's research agenda focuses on issues of regional and global significance related to barrier methods such as the female condom and spermicides. Future studies are planned on dual method and male condom use, ability and willingness to pay for FP and other reproductive health services and the effect of the nurses strike on service delivery.

The USAID's primary approach to improve child survival and maternal health in Kenya is to

support better child spacing and decrease frequent births; decrease STD and HIV infections; and increase public sector revenue generated for primary and preventive health care. An innovative pilot project to reduce malaria mortality and morbidity began in Bungoma District in 1997. Training of clinical workers in integrated management of childhood illnesses has begun. A second, jointly-sponsored polio eradication campaign was completed. The result? 79% of children under five years were vaccinated against polio. If infectious disease funds are made available in FY98, USAID has proposed to support four interventions designed to combat the malaria epidemic which began as a result of the unseasonal rains in 1997. As a result of continuing concerns about nutritional status of children and impressive findings about the cost-effectiveness of Vitamin A as both a child survival and HIV/AIDS intervention, in 1998 we will explore potential collaboration with UNICEF and the MOH activities in this area.

In 1998, USAID will expand its social marketing program to include social marketing of hormonal contraceptives. Adolescents, who make up 18% of Kenya's population, are at high risk of unwanted pregnancies, HIV/AIDS and sexually transmitted diseases. This worrisome data prompted design of a new results package to guide future interventions for adolescents. A result of USAID-funded operations research on care and child spacing services for women with complications of abortion was that the MOH plans to offer a package of post-abortion care services in all public hospitals.

EXPECTED PROGRESS THROUGH FY 2000 AND MANAGEMENT ACTIONS

Kenya's ability to maintain its extensive primary health care system remains severely constrained by poor economic growth and political turbulence. As Kenya enters the demographic transition and the HIV/AIDS epidemic continues unabated, donor support remains key. However, current USAID funding levels make questionable whether we will be able to meet the growing demand for reproductive health services or to respond to new challenges. For example, support for direct service delivery through NGOs will continue to decline in FY 98, and new activities in postabortion care and adolescent reproductive health are on hold. Further our HIV/AIDS results package is at least 25% underfunded. *Now* is the critical time to build on past successes and investments. More, not fewer, resources are needed to ensure that USAID maintains its leading role in reproductive health.

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services	
APPROVED: 30/09/96	COUNTRY/ORGANIZATION: USAID/Kenya
RESULT: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services	

INDICATOR: Total Fertility Rate			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: Kenya Demographic and Health Survey	1984 (B)		7.7
INDICATOR DESCRIPTION: Number of children that would be born per woman if she were to pass through the childbearing years bearing children according to a current schedule of age-specific fertility rates COMMENTS: Actual TFR figure for 1998 will be reported in next year's R4 after completion and release of 1998 Kenya Demographic and Health Survey. *The 1997 TFR figure (4.655) is an estimate based on SPECTRUM statistical modeling.	1989		6.7
	1993	5.7	5.4
	1997	4.6	4.655*
	1998	4.4	
	2000 (T)	4.0	

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
RESULT: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services			
INDICATOR: Condoms used with non-regular sexual partner			
UNIT OF MEASURE: All women, 15-49 years (Percent) All men, 20 - 54 years (Percent)	YEAR	PLANNED	ACTUAL
SOURCE: Kenya Demographic and Health Survey	1993 (B)		16W, 30M
INDICATOR DESCRIPTION: Percent of men 15 years and above and women 15-49 years reporting using condoms with non-regular sexual partners in the last six months COMMENTS: W refers to women and M men. This indicator will be refined when the 1998 Kenya Demographic and Health Survey is released next year. *The 1997 figure is an estimate.	1997	20W, 38M	21W, 39M*
	1998	21W, 40M	
	1999	22W, 42M	
	2000 (T)	23W, 44M	

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 1.0: Non-USAID financial resources for family planning, HIV/AIDS and child survival increased			
INDICATOR: GOK multi-year plans for FP/HIV/AIDS/CS developed			
UNIT OF MEASURE: Number	YEAR	PLANNED	ACTUAL
SOURCE: Ministry of Health Annual Reports	1993 /94 (B)	1995 (B)	0
INDICATOR DESCRIPTION: Multi-year plans include:HIV/AIDS Sessional paper, HIV/AIDS Strategic Plan, 2nd Population Sessional paper, VII Policy approved, the Health Reform Implementation Plan formally released and action plan approved	1996	1	1
COMMENTS:	1997	2	3
	1998	1	
	1999	1	
	2000 (T)	1	

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 2.0: Capacity of public and private health institutions to finance, plan and manage resources increased			
INDICATOR: Annual Ministry of Health cost sharing revenue increased			
UNIT OF MEASURE: \$ Millions	YEAR	PLANNED	ACTUAL
SOURCE: Ministry of Health Annual Reports	1993 /94 (B)		3.6
INDICATOR DESCRIPTION: Total collections of cost sharing as reported by government facilities to the National Health Care Financing Secretariat	1996	6.7	6.7
COMMENTS:	1997	7.5	8.5
	1998	8.4	
	1999	9.2	
	2000 (T)	10	

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 2.0: Capacity of public and private health institutions to finance, plan and manage resources increased			
INDICATOR: Contraceptive prevalence rate among all women (15-49) increased			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: Kenya Demographic and Health Survey	1984 (B)		8.1
INDICATOR DESCRIPTION: All women 15-49 years reporting current use of a modern method of contraception COMMENTS: Actual CPR figure for 1998 will be reported in next year's R4 after completion and release of Kenya Demographic and Health Survey *The 1997 CPR figure (30.8) is an estimate based on SPECTRUM modeling.	1989		14.7
	1993	20.7	21.0
	1997	30.1	30.8*
	1998	32.8	
	2000 (T)	38.0	

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 2.0: Capacity of public and private health institutions to finance, plan and manage resources increased			
INDICATOR: National couple-Years of Protection (CYP) increased			
UNIT OF MEASURE: Number (millions)	YEAR	PLANNED	ACTUAL
SOURCE: Family Planning Logistics Management data and SPECTRUM modeling	1984 (B)		1.38
INDICATOR DESCRIPTION: The indicator measures the estimated protection provided by family planning services during a one year period, based upon volume of all contraceptives sold or distributed during that period COMMENTS: CYP is calculated by multiplying the quantity of each method distributed to clients by a conversion factor which yields an estimate of the duration of contraceptive protection provided per unit of that method	1997	1.6	1.88
	1998	2.14	
	1999	2.44	
	2000 (T)	2.80	

STRATEGIC OBJECTIVE 3: Reduce fertility and the risk of HIV/AIDS transmission through sustainable, integrated family planning and health services APPROVED: 30/09/96 COUNTRY/ORGANIZATION: USAID/Kenya			
INTERMEDIATE RESULT 3.0: Customer use of integrated FP/HIV/AIDS/CS services increased			
INDICATOR: TRUST condom sales increased			
UNIT OF MEASURE: Number of condoms sold per month (rounded to the nearest '000)	YEAR	PLANNED	ACTUAL
SOURCE: PSI Reports and Service Statistics	1994 (B)		200,000
INDICATOR DESCRIPTION: Average monthly number of condoms sold through the social marketing program	1996	380,000	380,000
	1997	785,000	655,000
COMMENTS: Average monthly number of condoms sold through the social marketing program	1998	1,190,000	
	1999	1,595,000	
	2000 (T)	2,000,000	

PART III: STATUS OF THE MANAGEMENT CONTRACT

The Mission proposes no changes in the management contract. However, we would like to point out certain aspects of the management contract which we think AID/W and the Mission should be paying more attention to.

The management contract agreed to "an integrated program consisting of economic growth, family planning, HIV/AIDS and child survival, and democracy and governance with funding and staff levels sufficient to achieve significant program impact over the FY 1996-2001 period". Further, it was agreed that "DA bilateral program resources are capped at a level of \$21 million."

The Mission would like to point out that while the cap has been removed, our DA resources have decreased from the \$21 million approved in the management contract and from the \$25 million which was approved at the R4 review last year, to \$19.3 million for FY 99 and 19.5 million for FY 1998. Further, it was agreed in the management contract that "beginning in FY 97, the Mission will begin to shift funds from family planning and HIV/AIDS to the economic growth sector". In fact this has not taken place. The funding level has moved from 68% population and health and 25% economic growth in FY96 to 62% and 24% respectively in FY99.

In the R4 cable from 1997, it was noted that "it would be unwise to make further cuts in economic growth funds as lack of funds could lead to further economic deterioration and increased political instability".

On the staffing side, the 1997 R4 cable stated "AFR/DP proposed a review of USAID staffing requirements to be held in the fall which would include a review of the findings of the FY 96 Nairobi management assessment. Over the next several months, Kenya's staffing issues will be discussed in the context of the FY 99 budget process and in light of the recommendations of the Agency's workforce planning group". The proposed review never took place, at least there was no field based assessment. It remains the Mission's view that we cannot responsibly carry out the management contract with less than seven USDH and we look forward to a field review of the Kenya Complex staffing.

SECTION 6. ENVIRONMENTAL COMPLIANCE

There are no unresolved issues on implementation of 22 CFR Part 216 (Reg. 16) for the Mission's program's and activities. The Mission Environmental Officer has established a procedure to ensure that appropriate environmental compliance activities for each SO are accomplished in a timely manner per Reg. 16. The table below summarizes environmental compliance actions anticipated for FY98 and FY99.

ENVIRONMENTAL COMPLIANCE STATUS, PLANS AND SCHEDULE

SOs AND ACTIVITIES	FY97 OR PREVIOUS	FY98	FY99	COMMENTS
SO1: Effective Demand for Political, Legal and Constitutional Reform	SO-level IEE with categorical exclusion	None	None	
SO2: Commercialization of Smallholder Agriculture & Natural Resource Management				
PL480 Title II Development Activities.	PL 480 Title II traditional review process	New BHR procedures finalized. Mission and NGO staff trained. IEEs to be completed.	Possible IEE amendments	Mission to ascertain sound environmental programming during annual DAP/PAA reviews.
Micro-Ped	IEE completed. Decision deferred on-financial assistance projects.	IEE on deferred non-financial assistance projects.	Possible IEE amendments	
COBRA	IEE completed	IEE amendment due to follow-on activity	Same as FY98	Design of the follow-on activity on-going.
SO3: Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning and Health Services	SO-level IEE with categorical exclusion	Ensure that USG funded Agencies follow GOK policies on prevention of infection and disposal of medical waste.	Same as FY98	



**RESOURCE REQUEST
SECTION
(R4)
FY 2000**

USAID/KENYA

MARCH 1998

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A) RESOURCE REQUEST NARRATIVES

1. FINANCIAL PLAN:

Implications on the Recent Budget Cuts on the Program: After the reviews of the FY 1999 R4 last summer, the Kenya program level was approved at \$24.5 million for FY 1999. This operational budget increase (though still less than the Mission's request of \$35 million) was as a result of the excellent program performance at the R4 reviews. In January 1998, following the Kenyan elections, the budget was cut by \$5.2 million. The recent cut will have significant impact on the program operations and is not consistent with our approved management contract. It was agreed in the Country Strategic Plan (CSP) approval cable to gradually increase economic growth resources after the second year of implementation of the CSP (FY 1997) while those of population and health budget would decline. The recent budget allocations approved for these sectors allocate 62% (\$12 million) of the Mission's OYB to population and health and only 30% (\$4.8 million) for economic growth and environment.

As a result, key interventions and leverage points that we have with our modest, but strategically targeted investments in economic growth will be compromised. The major way we have a place at the table in agriculture, the guts of our strategic objective and the major basis for the Kenya economy, is through our participation in USAID's new Agribusiness Development Support Project. Our main focus here is getting the markets to work better, especially the seeds market. The 20% cut will mean being less active in financing policy work, supporting a Kenya seed advocacy group, and participating in U.S./Kenya seed industry exchanges. Such initiatives are needed to convince the Government of Kenya (GOK) to truly liberalize the seed industry, so that farmers have access to quality seed that can boost production.

In the area of disaster relief the current budget cuts in the economic growth sector translates to less funds: a) to do planned relief to development continuum work as the Mission tries to meaningfully address critical food security issues and conflict in the region moving to a more development slant -- vs relief mentality; b) to fund the kinds of pastoralist studies that would inform and provide information to mitigate, somewhat, future disasters, and c) to have in place disaster coordination resources we need to be a responsive and proactive player. These and other activities that form much of the basis for our central involvement in GHAI, will be compromised by current budget cuts.

Similarly, the population and health sector will be affected by the recent budget cuts. While the actual levels have remained at about \$12-14 million per year in FY 1997 and FY 1998, year to year budget uncertainty and the current proposed cut for FY 1999 from \$15.5 million to \$12 million will diminish our capacity to achieve results in the health sector, and hamper the ability

of our cooperating agencies and other partners to plan for the future. The demographic transition that is going on in Kenya require that more, not fewer resources be given to improving family planning services. The burgeoning HIV/AIDS pandemic means that more not less, funding be provided for both prevention and care. Declining health indicators for children and the increased mortality and morbidity due to malaria confirm that more not less, attention be given to child survival. Long planned health sector reforms are entering a critical stage requiring significant commitment and pump priming from a variety of donors as well as from the Government. In sum, there is a need for additional resources to not only meet new needs, but to maintain results already gained. Cutting the Kenya budget in FY 1999 to a level below that of the already diminished FY 1998 budget will have dramatic and unfortunate effects on once a dynamic program.

Mission recognizes the funding constraints that the Africa Bureau and the Agency as a whole is facing, especially constraints for economic growth funds. However, to enable the Mission to carry out the program agreed upon in the approved management contract, we need the right proportion of funding requested between economic growth; population and health; and democracy and governance when allocating the budget.

In terms of results orientation, the USAID/Kenya program is a good performer. However, the GOK's performance in democracy and governance overshadow good program performance - a program that achieves people level impact. Given the demonstrated impact of USAID/Kenya program on the lives of ordinary Kenyan's, we need to revisit the question as to how much we intend to decrease or withhold services from the ordinary Kenyans to make a point to the GOK. And, is the Government really getting the point? Do we need to pressure the GOK in a different way? With the World Bank undisbursed pipeline of \$650 million, it probably does not make too much difference to the GOK whether the US Government gives \$20 or \$25 million a year. However, the cuts do have a huge impact on the Kenyan people who are the beneficiaries of our development effort.

It should be noted that the overriding focus of USAID/Kenya program is participation, initiative and empowerment. Kenya has a vibrant private and nongovernmental sector. Since 1991, there has been an explosive growth of this sector. The Mission is providing increased assistance to U.S. PVOs to network and strengthen Kenya organizations and is encouraging the growth of NGOs and business groups. Moreover USAID/Kenya is working closely with the nongovernmental sector in the population and health field, microenterprise development, biodiversity and in the democracy and governance area. In addition, Mission's focus on well functioning markets such as those of cereals, fertilizer and foreign exchange is important for increase participation of all Kenyans.

Program Resources: The Mission's approved level for FY 1998 is \$19.5 million and \$19.3 million for FY 1999. The levels are both less than the Mission's request levels of \$20 million (FY 1998) and \$24.5 million (FY 1999) level approved for Kenya after FY 99 R4 reviews. As a result, the Mission took a 21% cut in FY 1999.

About 59% of the approved level for FY 1998 is allocated to population, child survival, infectious diseases and HIV/AIDS, while the resources allocated to the economic growth sector, environment and democracy and governance are about 30% and 11% respectively.

In FY 1999, the majority of the program focus (about 62%) is in population and health, child survival and HIV/AIDS. About 24% is directed towards economic growth and environment. The democracy and governance sector is allocated 12% of the total resources.

The Mission's desired level of FY 2000 is \$33 million. This request is close to the level we had in FY 1995 -- \$35 million. At this level, we could restore the 40% cut the population and health program suffered over the past 5 years. As well, we could restore the over 50% cut and fully fund our commercialization of smallholder agriculture and natural resources strategic objective. The FY 2000 Program Request Budget Table shows how the \$33 million requested would be distributed.

In addition to the operational year budget for FY98 through FY2000, we are requesting additional Trade and Investment funds which are included in the Resource Request Tables as separate line item. The Trade and Investment levels are as follows: FY98; \$110,000, FY99; \$95,000 and, FY2000, \$95,000. These funds are under strategic objective 2.

Title II: Our Title II request (including both emergency and non-emergency) is \$ 14.5 million in FY 1998, \$ 8.2 million and \$ 8.0 million in FY 1999 and FY 2000 respectively. The Kenya PL 480 Title II has gone up dramatically because of the recent natural disaster (both drought and floods) that have hit Kenya. The Mission will, therefore, continue to fund Title II programs even through FY 2000.

Pipeline: The Kenya Mission pipeline (excluding accrued expenditures) is \$17 million which is less than one year's association. This pipeline is below the 18 months of anticipated expenditures in accordance with Agency guidelines. Our pipeline is, therefore, within acceptable levels.

Mortgages: As the level of funding for Kenya has gone drastically low, the Mission is experiencing high mortgages. This is as a result of projects designed as per approved CSP but

because anticipated and frequent budget cuts, those projects are not funded at the approved levels annually. Hence, high mortgages. If the uncertainty of these budget cuts is addressed, the Mission would be in a better position to resolve the mortgage problems.

2. Workforce and O.E.: Mission workforce levels have declined dramatically in the last two years. The USDH levels have been reduced to the bare bones. The level of seven USDHs requested for FY 1999-FY 2000 is considered the minimum personnel needed to provide monitoring and processing of the Kenya program and to maintain accountability over U.S. Government resources, including the support to other organizations at post. In this reduced level of USDH, we have only one USDH in the economic growth strategic objective and one USDH in population and health strategic objective (SO). In the democracy and governance SO, a senior FSN is the SO team leader assisted by the USDH Assistant Director/Program Officer.

At the seven USDH level, we continue to carry two positions for the Executive Office (EXO). Our EXO supports USAID/Kenya, REDSO/ESA, GHAI, and Somalia. The fact that the USAID/Kenya carries both EXO slots for the complex needs to be considered when FTE allocations are made. While EXO services clearly need to be provided for the complex, USAID/Kenya need to be compensated for the burden of both USDH FTEs since they come at the expense of technical expertise we need to support our strategic objectives. Mission still requires one USDH in the Controllers Office at the minimum. The Controllers Office manages the Mission's OYB and OE and still maintains accountability. With increase in audit ceiling, fewer audits will be required, necessitating closer oversight of the recipients by the Controller's Office. One USDH in Controllers Office remains constant for FY 1998-FY 2000. In addition, our efforts in the DG program to build the capacity of local NGOs has a significant impact on the Controllers Office. With over 35 active DG grants (and more on the way), the Controllers office bears a heavy burden of conducting and supervising recipient audits for these many grants.

The total workforce level for FY 1998 is 132. As mentioned above, Mission is requesting for five USDH at the target and seven USDH at the request level since this is the minimum level required to both implement the bilateral program while we continue the EXO services for the Kenya complex. The number of both OE funded USPSCs and FSNs remain constant (two and 102 respectively). The program funded FSNs in FY 1998 is 17 while that of program funded USPSCs is four.

The ideal total workforce level for Kenya for FY 1999-2000 has remained constant at 134 (at the request level). At the request level, Mission requests seven USDHs, while we request five USDH at target level. At the request level, we are requesting to keep both the EXO slots to carry out all administrative support for the complex and one slot in the Controllers Office. The other five USDH are allocated to implement the program as follows: 1.5 USDHs in the Mission

Management, 0.5 for both the combined program/projects office and the DG SO, one USDH in population and health; and, one USDH in the agriculture, business and environment office. The OE funded FSNs at the workforce total level of 134 is 102, while that of the OE funded USPSCs is two. Of the 102 OE funded FSNs, 75 FSNs (or 73%) is allocated to EXO to support the complex. This figure is considered to be the minimum staff required to support EXO services to the complex. While the minimum number of OE funded FSNs required to implement the program is 27 in addition to 18 program funded FSNs.

In addition, we have five program-funded USPSCs in FY 1999 through FY 2000. The Mission requires two program funded USPSCs in our economic growth sector which also manages the disaster response and environment units. One USPSC will manage the disaster assistance response (the funding level in 1997 was \$10 million), while the other will assist the one USDH to manage a multisectoral office in absence of a USDH deputy. As Kenya goes through these disasters (floods and drought), Mission needs an extra hand to manage this sector. The remaining three USPSCs are allocated as follows: one USPSC in the population and health office, while the other two USPSCs (one off-shore and one local hire) are allocated to democracy and governance SO to help manage our ever increasing workload in managing the DG grants.

3. Prioritization of the Objectives: Recognizing the uncertainty around funding levels, the March 1996 CSP developed plans for all three strategic objectives at three different funding levels: a breakthrough scenario (\$25 million), a high scenario (\$18 million) and a low scenario (\$12 million). These three scenarios show exactly what the impact on results would be for each strategic objective at each funding level. The rationale for the hard choices made at each level of funding is also contained in the Country Strategic Plan. The three tables showing budget allocations by SO at low, high and breakthrough funding levels can be found in the CSP following pages 109.

Given the current budget constraints, the Mission chose to focus on three sets of strategic objectives at different resource levels. With few dollars to go around, the Mission felt it is important to protect programs which would bring the greatest benefit to the largest number of people. In addition, our plans for dealing with funding cuts have been designed so that the Mission would protect, to the maximum extent possible, the past USAID investments in these sectors, many of which have become models for the region (see attached tables from the CSP).

4. Linkage of the Field Support and Non-Emergency Title II to the Program: The Title II program has been fully integrated, in consultation with our Title II partners, into our Strategic Plan. The PL 480 Title II program contributes to the intermediate result: "increasing potential of selected marginal communities to make the transition from relief to development". This then

contributes to the Mission's second strategic objective increase commercialization of smallholder agriculture and natural resources management.

The Mission's strategy for pre-positioning PVOs in emergency prone areas while implementing Title II development projects worked very well in FY 1997 during interventions to assist victims of the 1997 drought. Moreover, the Title II development project being implemented by World Vision/Kenya in Turkana district reported a reduced dependency on relief food from 80% in the previous droughts to 58% in the 1997 drought for the specific community targeted by the project. In this way, the Mission's support of Title II development activities has started to bear fruit. The Mission will continue working with the PVOs to help more communities to transition from relief to development.

The 1997 drought came earlier than anticipated raising fears that the 5-7 years predicted drought cycle may be shortening since the last major drought had been experienced in 1993/94. Recovery from the 1997 drought had not even started when in October 1997, the current El Nino rains started to pound the country causing major flooding and associated problems of food shortages, water borne (human and animal) diseases and widespread damage to infrastructure. We therefore expect the need for emergency assistance to continue even up to FY 2000 given the long expected recovery period.

5. Field Support: Field support funds have been fully integrated into our CSP as essential resources for the achievement of the population and health SO. From FY 1996 through FY 1999, the Mission will utilize the field support transfer mechanism to obtain the services of G/PHN contracts and grants. Approximately 50% the Mission's budget allocation for its health sector activities will be obligated through the G Bureau for mutually agreed upon activities in support of the Kenya program. G/PHN cooperating agencies provide the bulk of management and technical assistance for the S.O 3.0. results packages and activities, especially in health worker training, logistics management, quality assurance, and management of child survival and AIDS programs. A description of the services and resources to be transferred is sent to the G Bureau on an annual basis, and costs are estimated on a "fully loaded" basis. In addition, central "core" support from G/PHN enables Kenya to develop research and pilot programs which serve as regional models or field sites for best practices in health, population and HIV/AIDS. Examples include support through CDC to study prevention of malaria through the use of insecticide treated bednets; and participation in a worldwide operations research study on the potential efficacy of the female condom (an important, female controlled barrier method which prevents HIV and STD transmission).

Regional/Global Funded Projects: In addition to P.L. 480 and central funded projects, Mission is involved in many other regional and G funded projects operating in Kenya. A few examples are: CRSP projects, EAGER, Winrock, ASHA, IFESH and child survival grants. Given the limited resources in the Mission's microenterprise development program, we are collaborating closely with the AFR/SD credit union program, together with the recently launched G/EGAD/MD-funded credit union program, to strengthen the operations of already sustainable Kenyan credit unions and regear a substantial part of their portfolio towards MSEs. In Kenya, the mix of some of the most robust microfinance and non-finance NGOs supporting MSEs and

one of the largest and most progressive credit unions in Africa seems to be a winning, innovative partnership.

6. Environmental Compliance: The new Conservation of Biodiverse Resource Areas (COBRA II) Project being designed will build on the current project whose goal is to promote socioeconomic development through conservation and sustainable management of Kenya's natural resources. The purpose of the old and the new COBRA project is to increase the flow of socioeconomic benefits to local communities adjacent to Kenyan parks and reserves through the sustainable management of wildlife and other natural resource.

Since the focus of the COBRA II project is on natural resource conservation in Kenya, the environmental compliance is enshrined in the project purpose.

USAID FY 2000 BUDGET REQUEST BY PROGRAM/COUNTRY

05-Nov-98
03:58 PMCountry/Program:
Scenario: Base Level

S.O. # , Title	Approp. Acct	Bilateral/Fi eld Support	Est. SO Pipeline End of FY 99	Estimated Total	FY 2000										Est. Total Cost life of SO	Future Cost (POST 2000)	Year of Final Oblig.	
					Basic Education	Agric.	Other Growth	Pop	Child Survival	Infectious Diseases	HIV/AIDS	Other Health	Environ	D/G				Est. Expend. FY 00
SO#1 Effective Demand for Sustainable Political, Constitutional and Legal Reform Created																		
		Bilateral Field Spt	2,182	3,000 0										3,000			3,735	2004
		Total	2,182	3,000	0		0		0		0	0	0	3,000	3,234	17,500	3,735	
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																		
		Bilateral Field Spt	1,917	15,000 0		4,400	6,814						3,786				8,714	2004
		Total	1,917	15,000	0		6,814		0	0		0	3,786	0	11,731	53,828	8,714	
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																		
PL 480 Title II		Bilateral Field Spt	8,000	0 0													0 0 0	XX
		Total	8,000	0	0		0		0	0		0	0	0				
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																		
Trade & Invest.		Bilateral Field Spt	95							0 0		0	0					
		Total	95		0		0		0	0		0	0	0				
SO#3 Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Integrated Family Planning																		
		Bilateral Field Spt	7,041	9,000					3,075	1,900		4,025	0	0			49,515	2005
			5,423	6,000					5,025	300		375	300					
		Total	12,464	15,000	0		0		8,100	2,200		4,400	300	0	0	14,387	120,000	49,515
		Bilateral Field Spt		0 0													0	XX
		Total	0	0	0		0		0	0		0	0	0			0	
		Bilateral Field Spt		0 0														
		Total	0	0	0		0		0	0		0	0	0			0	
		Bilateral Field Spt		0 0														
		Total	0	0	0		0		0	0		0	0	0			0	
Total Bilateral			19,235	27,000	4,400		6,814	3,075	1,900		4,025	0	3,786	3,000				
Total Field Support			5,423	6,000	0		0	5,025	300		375	300	0	0				
TOTAL PROGRAM			24,658	33,000	0		6,814	8,100	2,200		4,400	300	3,786	3,000			61,964	

FY 2000 Request Sector Totals -- DA		
Econ Growth		11,214
[Of which Microenterpris		3,142
HCD		
PHN		15,000
Environment		3,786
[Of which Biodiversity]		2,500
Democracy		3,000
Humanitarian		0

FY 2000 Request Sector Totals -- ESF		
Econ Growth		0
[Of which Microenterprise		0
HCD		0
PHN		0
Environment		0
[Of which Biodiversity]		0
Democracy		0
Humanitarian		0

FY 2001 Target Program Level	33,000
FY 2002 Target Program Level	33,000
FY 2003 Target Program Level	33,000

USAID FY 1999 Budget Request by Program/Country

05-Nov-98
03:58 PMCountry/Program:
Scenario: Base Level

S.O. # , Title				FY 1999														Future Cost (POST 2000)	Year of Final Oblig.
Approp. Acct	Bilateral/Field Support	Est. SO Pipeline End of FY 98	Estimated Total	Basic Education	Agric.	Other Growth	Pop	Child Survival	Infectious Diseases	HIV/AIDS	Other Health	Environ	D/G	Est. Expend. FY 99	Est. Total Cost life of SO				
SO#1 Effective Demand for Sustainable Political, Constitutional and Legal Reform Created																			
	Bilateral Field Spt	1,809	2,500										2,500				2004		
	Total	1,809	2,500	0	0	0	0	0	0	0	0	0	2,500	2,127	17,500	6,735			
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																			
	Bilateral Field Spt	5,980	4,800		2,000	1,858						942					2004		
	Total	5,980	4,800	0		1,858	0	0	0	0	0	942	0	8,863	43,828	8,714			
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																			
PL 480 Title II	Bilateral Field Spt	7,200	0														XX		
			0													0			
	Total	7,200	0	0	0	0	0	0	0	0	0	0	0			0			
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																			
Trade & Invest.	Bilateral Field Spt	95															0		
	Total	95		0				0				0	0						
SO#3 Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Intergrated Family Planning																			
	Bilateral Field Spt	9,586	6,450			1,795	1,600			3,055	300						2005		
	Total	6,733	5,550			4,505	500			245									
		16,319	12,000	0		6,300	2,100	0		3,300	300	0	0	15,855	120,000	49,515			
	Bilateral Field Spt		0														XX		
	Total	0	0	0	0	0	0	0	0	0	0	0	0			0			
	Bilateral Field Spt		0														0		
	Total	0	0	0	0	0	0	0	0	0	0	0	0						
	Bilateral Field Spt		0														0		
	Total	0	0	0	0	0	0	0	0	0	0	0	0						
Total Bilateral		24,670	13,750	0		3,653	1,600	0		3,055	300	942	2,500				64,964		
Total Field Support		6,733	5,550	0		4,505	500	0		245	0	0	0						
TOTAL PROGRAM		31,403	19,300	0		8,158	2,100	0		3,300	300	942	2,500						

FY 1999 Request Sector Totals -- DA		
Econ Growth		3,858
[Of which Microenterpris		1,558
HCD		0
PHN		12,000
Environment		942
[Of which Biodiversity]		650
Democracy		2,500
Humanitarian		0

FY 1999 Request Sector Totals -- ESF		
Econ Growth		0
[Of which Microenterprise		0
HCD		0
PHN		0
Environment		0
[Of which Biodiversity]		0
Democracy		0
Humanitarian		0

FY 2001 Target Program Level	33,000
FY 2002 Target Program Level	33,000
FY 2003 Target Program Level	33,000

Program Funding

USAID FY 1998 Budget Request by Program/Country

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Country/Program:
Scenario: Base Level

S.O. # , Title	Approp. Acct	Bilateral/Field Support	Est. SO Pipeline End of FY 97	Estimated Total	FY 1998													Future Cost (POST 2000)	Year of Final Oblig.
					Basic Education	Agric.	Other Growth	Pop	Child Survival	Infectious Diseases	HIV/AIDS	Other Health	Environ	D/G	Est. Expend. FY 98	Est. Total Cost life of SO			
SO#1 Effective Demand for Sustainable Political, Constitutional and Legal Reform Created																			
		Bilateral	3,117	2,100										2,100			2,235	2004	
		Field Spt		0															
		Total	3,117	2,100	0		0	0	0	0	0	0	0	2,100	3,288	10,500	2,235		
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																			
		Bilateral	9,249	5,800		3,058	1,942						800				8,714	2004	
		Field Spt		0															
		Total	9,249	5,800	0		1,942	0	0	0	0	0	800	0	9,068	49,878	8,714		
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																			
PL 480 Title II		Bilateral	6,200	0													0	XX	
		Field Spt		0													0		
		Total	6,200	0	0		0	0	0	0	0	0	0	0			0		
SO#2 Increase Commercialization of Smallholder Agriculture and Natural Resources Management																			
Trade & Invest.		Bilateral	110	0	0	0	0	0	0	0	0	0							
		Field Spt																	
		Total	110		0		0						0	0			0		
SO#3 Reduce Fertility and the Risk of HIV/AIDS Transmission Through Sustainable, Intergrated Family Planning																			
		Bilateral	10,805	5,900				1,757	1,425		2,718	0					49,515	2005	
		Field Spt	7,893	5,700				4,343	575		482	300							
		Total	18,698	11,600	0		0	6,100	2,000		3,200	300	0	0	13,979	120,000	49,515		
		Bilateral		0													0	XX	
		Field Spt		0															
		Total	0	0	0	0	0	0	0	0	0	0	0	0			0		
		Bilateral		0															
		Field Spt		0															
		Total	0	0	0	0	0	0	0	0	0	0	0	0			0		
		Bilateral		0															
		Field Spt		0															
		Total	0	0	0	0	0	0	0	0	0	0	0	0			0		
Total Bilateral			29,481	13,800	0		1,942	1,757	1,425		2,718	0	800	2,100					
Total Field Support			7,893	5,700	0		0	4,343	575		482	300	0	0					
TOTAL PROGRAM			37,374	19,500	0		1,942	6,100	2,000		3,200	300	800	2,100			60,464		

FY 1998 Request Sector Totals -- DA		
Econ Growth		5,000
[Of which Microenterpris		1,800
HCD		0
PHN		11,600
Environment		800
[Of which Biodiversity]		600
Democracy		2,100
Humanitarian		0

FY 1998 Request Sector Totals -- ESF		
Econ Growth		0
[Of which Microenterprise		0]
HCD		0
PHN		0
Environment		0
[Of which Biodiversity]		0]
Democracy		0
Humanitarian		0

FY 2001 Target Program Level	33,000
FY 2002 Target Program Level	33,000
FY 2003 Target Program Level	33,000

GLOBAL FIELD SUPPORT

Objective Name	Field Support: Activity Title & Number	Priority *	Duration	Estimated Funding (\$000)					
				FY 1998		FY 1999		FY 2000	
				Obligated by:		Obligated by:		Obligated by:	
				Operating Unit	Global Bureau	Operating Unit	Global Bureau	Operating Unit	Global Bureau
Increase Commercialization of Smallholder Agriculture and Natural Resources Management	936-4111: International Agricultural Research Centers	High	4 months		103		0		0
- DO -	936-5572: Coastal Zone Management	High	1 year		20		15		15
Reduce Fertility and the Risk of HIV/AIDS Transmission through Sustainable, Integrated Family Planning and Health Services	936-3057: Central Contraceptive Procurement	High	3 years (1998-2000)		200		200		400
	936-3038: FPLM	High	3 years (1998-2000)		900		800		900
	936-3069: JHPIEGO	High	3 years (1998-2000)		950		650		850
	936-3068: AVSC	High	3 years (1998-2000)		1,100		700		900
	936-3078: POLICY	High	3 years (1998-2000)		400		200		250
	936-3041: FHI	High	3 years (1998-2000)		250		250		250
	936-3052: JHU/PCS	High	3 years (1998-2000)		200		200		200
	936-6006.01: BASICS FOLLOW-ON	High	2 years (1999-2000)		0		250		300
	936-5970: TAACS	High	3 years (1998-2000)		0		250		250
	936-5994.01: Environmental Health	High	3 years (1998-2000)		300		150		300
	936-3083: MEASURE	High	3 years (1998-2000)		350		300		300
	936-3072: PRIME	High	3 years (1998-2000)		50		100		100
	936-3062: Pathfinder	High	3 years (1998-2000)		1,000		1,000		1000
	936-3070: Population Leaders Program	High	3 years (1998-2000)		0		500		0
GRAND TOTAL.....					5,823		5,565		6,015

* For Priorities use high, medium-high, medium, medium-low, low

Workforce

Org. KENYA FY 1998 On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	Prog- ram		
U.S. Direct Hire	0.5	1	1					2.5	1.5	1	2				4.5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0							0	0
OE Locally Recruited	0	0	0					0	1	0	1				2	2
Program	2	1	1					4	0	0	0				0	4
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited	0	0	0					0	0	0	0			0	0	0
OE Locally Recruited	4	8	6					18	0	5	75			4	84	102
Program	5	6	5					16	0	0	0			1	1	17
Total Staff Levels	11.5	16	13	0	0	0	0	40.5	2.5	6	78	0	0	5	91.5	132
TAACS			1					1							0	1
Fellows			1					1							0	1

1/ Excluding TAACS and Fellows

Workforce

Org. KENYA FY 1999 Target On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	Prog- ram		
U.S. Direct Hire	0.5	1	1					2.5	1.5	0	1				2.5	5
Other U.S. Citizens: 1/ OE Internationally Recruited								0							0	0
OE Locally Recruited	0	0	0					0	1	0	1				2	2
Program	2	2	1					5	0	0	0				0	5
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited	0	0	0					0	0	0	0			0	0	0
OE Locally Recruited	4	8	6					18	0	5	75			4	84	102
Program	5	7	5					17	0	0	0			1	1	18
Total Staff Levels	11.5	18	13	0	0	0	0	42.5	2.5	5	77	0	0	5	89.5	132
TAACS			1					1							0	1
Fellows			1					1							0	1

1/ Excluding TAACS and Fellows

Org. KENYA FY 1999 Request On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	0.5	1	1					2.5	1.5	1	2				4.5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0							0	0
OE Locally Recruited	0	0	0					0	1	0	1				2	2
Program	2	2	1					5	0	0	0				0	5
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited	0	0	0					0	0	0	0			0	0	0
OE Locally Recruited	4	8	6					18	0	5	75			4	84	102
Program	5	7	5					17	0	0	0			1	1	18
Total Staff Levels	11.5	18	13	0	0	0	0	42.5	2.5	6	78	0	0	5	91.5	134
TAACS			1					1							0	1
Fellows			1					1							0	1

1/ Excluding TAACS and Fellows

Workforce

Org. KENYA FY 2000 Target On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	Prog- ram		
U.S. Direct Hire	0.5	1	1					2.5	1.5	0	1				2.5	5
Other U.S. Citizens: 1/ OE Internationally Recruited								0							0	0
OE Locally Recruited	0	0	0					0	1	0	1				2	2
Program	2	2	1					5	0	0	0				0	5
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited	0	0	0					0	0	0	0			0	0	0
OE Locally Recruited	4	8	6					18	0	5	75			4	84	102
Program	5	7	5					17	0	0	0			1	1	18
Total Staff Levels	11.5	18	13	0	0	0	0	42.5	2.5	5	77	0	0	5	89.5	132
TAACS			1					1							0	1
Fellows			1					1							0	1

1/ Excluding TAACS and Fellows

Org. KENYA FY 2000 Request On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	0.5	1	1					2.5	1.5	1	2				4.5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0							0	0
OE Locally Recruited	0	0	0					0	1	0	1				2	2
Program	2	2	1					5	0	0	0				0	5
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited	0	0	0					0	0	0	0			0	0	0
OE Locally Recruited	4	8	6					18	0	5	75			4	84	102
Program	5	7	5					17	0	0	0			1	1	18
Total Staff Levels	11.5	18	13	0	0	0	0	42.5	2.5	6	78	0	0	5	91.5	134
TAACS			1					1							0	1
Fellows			1					1							0	1

1/ Excluding TAACS and Fellows

Workforce

Org. KENYA FY 2001 On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	Prog- ram		
U.S. Direct Hire	0.5	1	1					2.5	1.5	1	2				4.5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0							0	0
OE Locally Recruited	0	0	0					0	1	0	1				2	2
Program	2	2	1					5	0	0	0				0	5
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited	0	0	0					0	0	0	0			0	0	0
OE Locally Recruited	4	8	6					18	0	5	75			4	84	102
Program	5	7	5					17	0	0	0			1	1	18
Total Staff Levels	11.5	18	13	0	0	0	0	42.5	2.5	6	78	0	0	5	91.5	134
TAACS			1					1							0	1
Fellows			1					1							0	1

1/ Excluding TAACS and Fellows

Workforce

Org. KENYA Summary On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	Prog- ram		
FY 1998:																
U.S. Direct Hire	0.5	1	1	0	0	0	0	2.5	1.5	1	2	0	0	0	4.5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OE Locally Recruited	4	8	6	0	0	0	0	18	1	5	76	0	0	4	86	104
Total OE Funded Staff	4.5	9	7	0	0	0	0	20.5	2.5	6	78	0	0	4	90.5	111
Program Funded	7	7	6	0	0	0	0	20	0	0	0	0	0	1	1	21
Total FY 1998	11.5	16	13	0	0	0	0	40.5	2.5	6	78	0	0	5	91.5	132
FY 1999 Target:																
U.S. Direct Hire	0.5	1	1	0	0	0	0	2.5	1.5	0	1	0	0	0	2.5	5
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OE Locally Recruited	4	8	6	0	0	0	0	18	1	5	76	0	0	4	86	104
Total OE Funded Staff	4.5	9	7	0	0	0	0	20.5	2.5	5	77	0	0	4	88.5	109
Program Funded	7	9	6	0	0	0	0	22	0	0	0	0	0	1	1	23
Total FY 1999 Target	11.5	18	13	0	0	0	0	42.5	2.5	5	77	0	0	5	89.5	132
FY 1999 Request:																
U.S. Direct Hire	0.5	1	1	0	0	0	0	2.5	1.5	1	2	0	0	0	4.5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OE Locally Recruited	4	8	6	0	0	0	0	18	1	5	76	0	0	4	86	104
Total OE Funded Staff	4.5	9	7	0	0	0	0	20.5	2.5	6	78	0	0	4	90.5	111
Program Funded	7	9	6	0	0	0	0	22	0	0	0	0	0	1	1	23
Total FY 1999 Request	11.5	18	13	0	0	0	0	42.5	2.5	6	78	0	0	5	91.5	134
FY 2000 Target:																
U.S. Direct Hire	0.5	1	1	0	0	0	0	2.5	1.5	0	1	0	0	0	2.5	5
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OE Locally Recruited	4	8	6	0	0	0	0	18	1	5	76	0	0	4	86	104
Total OE Funded Staff	4.5	9	7	0	0	0	0	20.5	2.5	5	77	0	0	4	88.5	109
Program Funded	7	9	6	0	0	0	0	22	0	0	0	0	0	1	1	23
Total FY 2000 Target	11.5	18	13	0	0	0	0	42.5	2.5	5	77	0	0	5	89.5	132
FY 2000 Request:																
U.S. Direct Hire	0.5	1	1	0	0	0	0	2.5	1.5	1	2	0	0	0	4.5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OE Locally Recruited	4	8	6	0	0	0	0	18	1	5	76	0	0	4	86	104
Total OE Funded Staff	4.5	9	7	0	0	0	0	20.5	2.5	6	78	0	0	4	90.5	111
Program Funded	7	9	6	0	0	0	0	22	0	0	0	0	0	1	1	23
Total FY 2000 Request	11.5	18	13	0	0	0	0	42.5	2.5	6	78	0	0	5	91.5	134
FY 2001 Estimate:																
U.S. Direct Hire	0.5	1	1	0	0	0	0	2.5	1.5	1	2	0	0	0	4.5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OE Locally Recruited	4	8	6	0	0	0	0	18	1	5	76	0	0	4	86	104
Total OE Funded Staff	4.5	9	7	0	0	0	0	20.5	2.5	6	78	0	0	4	90.5	111
Program Funded	7	9	6	0	0	0	0	22	0	0	0	0	0	1	1	23
Total FY 2000 Target	16	27	20	0	0	0	0	63	5	12	156	0	0	9	182	245

Workforce

MISSION :

KENYA

USDH STAFFING REQUIREMENTS BY SKILL CODE

BACKSTOP (BS)	NO. OF USDH EMPLOYEES IN BACKSTOP FY 98	NO. OF USDH EMPLOYEES IN BACKSTOP FY 99	NO. OF USDH EMPLOYEES IN BACKSTOP FY 2000	NO. OF USDH EMPLOYEES IN BACKSTOP FY 2001
01SMG	1	1	1	1
02 Program Off.	1	1	1	1
03 EXO	2	2	2	2
04 Controller	1	1	1	1
05/06/07 Secretary				
10 Agriculture.	1	1	1	1
11Economics				
12 GDO				
12 Democracy				
14 Rural Dev.				
15 Food for Peace				
21 Private Ent.				
25 Engineering				
40 Environ				
50 Health/Pop.	1	1	1	1
60 Education				
75 Physical Sci.				
85 Legal				
92 Commodity Mgt				
93 Contract Mgt				
94 PDO				
95 IDI	1	2	2	2
Other*				
TOTAL	8	9	9	9

*please list occupations covered by other if there are any

OVERVIEW OF FY98 OE LEVELS

O.E. BUDGET NARRATIVE: The Workforce Request Levels

<u>FY</u>	<u>USDH</u>	<u>IDI</u>	<u>USPSC</u>	<u>FSNPSC</u>
1998-year end	7	1	2	102
1999:				
Request	7	2	2	102
Target	5	1	2	102
2000:				
Request	7	2	2	102
Target	5	1	2	102

USAID/Kenya current O.E. level is US\$4,277,600. This is the desired O.E. level that would enable the Mission to successfully achieve our program targets in FY98. The staffing level for O.E. funded personnel at the end of FY98 will be seven USDH, 102 FSNs, two USPSCs and one IDI. Office operations and procurement costs are shared with REDSO. All other cost categories not mentioned in this narrative are at or near FY97 straight-lined amounts in all the budget scenarios presented.

USPSC and FSN Salaries.

USPSC cost remains at the same level with that of FY97. This group of employees includes two USPSCs and three summer interns. The total cost is **US\$100,000** or **2.3%** of the entire O.E budget.

The post policy is to keep the Mission FSN employee salaries within the range of the 75th to the 99th percentiles of the Nairobi labor market. This has resulted in an FSN salary budget increase of 22% in FY98. This large increase was needed to catch up with the local labor market. The FSN Payroll in FY98 accounted for **56.7%** of our total O.E. budget, or **US\$2,423,700** of **US\$4,277,600**.

USDH Costs.

USAID/Kenya presently supports seven USDH and two IDIs. The entitlement travel movement of USDH personnel in FY98 includes three replacements, three home leaves, two R & Rs and three people leaving post. There was an increase in education fees at the International School of Kenya. Residential rent has been budgeted at an average of US\$25,000 per house for the seven USDH and two IDIs. This brings USDH costs including COLA to **US\$648,200** which is **15.2%** of FY98 budget.

Operational Travel and Training.

Operational travel and training includes both local and international site visits, conferences, retreats and training. The FY98 budget contains the minimum amount that is considered adequate to monitor strategic objectives of the Mission and to maintain quality levels within the professional staff. This has been budgeted at **US\$165,000** which is **3.9%** of the total budget.

Rent, Security, Manpower, Utilities and Maintenance.

These costs are shared with REDSO. Office rent, warehouse rent, manpower contract and security costs have been straight-lined from FY97. There is no significant increase expected. Inflation of 10% has been factored into utilities and maintenance. This is due in part to high generator fuel costs caused by frequent power failures and by the increase of electricity costs from Kenya Power Corporation. ADP maintenance costs have also been included, and this adequately covers the Y2K problem. Bad weather and the poor road network have caused motor vehicle maintenance to increase. This brings the total for this section to **US\$502,000** which is **11.7%** of the total budget.

NXP, Supplies and Freight.

Adequate NXP is budgeted for FY98. Using a "cyclical, sinking-fund" method for a 15 year span, and an actual procurement list for FY98, the USAID/Kenya share of the NXP budget has been established at **US\$170,000**. Supplies have also been budgeted at the minimum forecasted requirements, including residential supplies, office supplies, ADP supplies and motor vehicle parts. The total for NXP and EXP is **US\$283,000** which is **6.6%** of the total budget. NXP procurement would take place at or near fiscal year end, when available funds are a certainty. Freight costs are expected to rise as a result of the poor road infrastructure mentioned above.

ICASS Costs.

The O.E. funded ICASS budget for FY98 has been received from AID/W. The amount of this annual ICASS budget is US\$381,417, and is to be straight-lined into FY1999, and FY2000. REDSO/ESA and USAID/Kenya will share in this budget at a 60% and 40% ratio, with REDSO/ESA taking the larger share. The 40% amount budgeted for USAID/Kenya in the R4 is **US\$152,567**, or about **3.6%** of the FY98 budget. If the ICASS billings in FY1999 and FY2000 exceed the stated ICASS budget amounts, the excess would be paid out of the O.E. budget. This could cause even more pressure on both the target and request level budgets for the out years.

OVERVIEW OF FY99 OE LEVELS

REQUESTED O. E. LEVEL-FY99.

The request level for FY99 is **US\$4,875,500** which is considered adequate to support **seven USDH, 102 FSNs, two USPSC and two IDIs**. It is planned that one of the 2 IDIs would be in EXO, and would be jointly funded with REDSO/ESA.

USPSC and FSNs Salaries.

USPSC cost is increased by **6.6%** from FY98. At **US\$106,600**, it is about **2.2%** of the request level budget.

FSN salary increases are projected to be 10% along with an additional "automatic" Within Grade Increase (WGI) of 5%. Thus, the FSN pay increase becomes 15%. Five FSNs converted to program funds in FY98 would continue to save O.E funds, resulting in a total effective increase in FSN salary costs over FY98 of 6.5%. These are staff who should have been project funded but, given past ceiling on project funded personnel, the Mission was forced to O.E fund them. This brings the FSN salary cost to **US\$2,645,000** which is **54.2%** of the requested amount.

USDH Costs.

FY99 mandatory travel includes four replacements arriving, four R & Rs and five people departing post. Due to this increased movement of personnel, this cost increases by 21% to become **US\$857,200** or **17.6%** of the total requested budget. The total also includes education allowances and a 10% COLA.

Rent, Security, Manpower, Utilities and Maintenance.

The current warehouse lease is to expire, causing an indicated increase in this rental cost. The cost of generator fuel, and the level of generator fuel consumption are both expected to rise, due to power infrastructure weaknesses. The total costs for this section are **US\$671,000**, which is **13.8%** of the requested level budget.

NXP, Supplies and Freight.

FY99 includes an NXP budget of US\$130,000, based on FY98 procurement and sinking-fund method estimates. These expenditures are in line with the R4 guidance to avoid pushing problems into the future, hence it is Mission policy to continue with the NXP procurement in an orderly, logical and cyclical fashion. The combined NXP and EXP budget of **US\$255,000** is **5.2%** of the total requested budget.

TARGET O.E LEVEL- FY99.

The target level budget for FY99 is straight-lined from FY98, or **US\$4,277,600** (including

ICASS). This is considered adequate to support five USDH, 102 FSNs, two USPSCs and one IDI position that has a cost of US\$ 80,000 and is to be equally jointly funded with REDSO/ESA. Unless the Bureau can provide an additional **US\$80,000** per IDI per year, beyond the target level amount, the Mission cannot afford any additional IDIs in this program other than the jointly funded EXO IDI. The Mission does not believe that the target of five USDH positions is adequate to properly support the Mission program.

Cost reductions necessary to avoid exceeding the target level could be accomplished in several ways. For example, FSN FTE levels could be reduced, FSN pay raises could be cut, or discretionary expenses such as operational travel and training could be lowered. If exchange rate gains occur in FY99, then these cuts could be smaller. Certain costs, such as rents, utilities, basic maintenance services, mandatory travel, freight and other USDH allowances cannot be effectively reduced once FTE levels are established. This puts greater downward pressure on "discretionary" expenditures.

USDH Costs.

FY99 costs in this category total **US\$631,200**, or **14.8%** of the target level. Costs are lower than the FY99 request level, due primarily to the reduction in IDI positions.

USPSC and FSNs Salaries.

USPSC cost remains at the same level with the request level. At **US\$106,600**, it is about **2.5%** of the target level budget.

As mentioned in the FY99 request level narrative, a 5% WGI and a 10% pay raise are expected. FSN salary and benefits costs total **US\$2,475,700** or **57.9%** of the target level budget. These FSN costs are reduced from the request level by cutting of FSN overtime and contingency costs from 10% to 5% of basic pay.

Operational Travel and Training.

The budget for this activity would be reduced by **25%**. This will mean that there will be only essential site visits, and minimum conference and training activity. This will affect quality of work performed, quality of skills, quality of project monitoring and loss of morale to the employees. The budgeted amount is **US\$123,700**, which is **2.9%** of the target level budget.

Rent, Security, Manpower, Utility and Maintenance.

Residential housing will be reduced by one house, since one IDI will be dropped. Utility costs are expected to remain near constant. This will mean that USAID/Kenya will have difficulty paying for the cost of 1) supplying generator fuel to residential houses in cases of more frequent power failures, and 2) in maintaining ADP and other office and residential equipment to an acceptable standard level. Motor vehicles will be maintained on a minimal basis. This brings the total budget for this section to **US\$564,700**, which is **13.2%** of the target budget.

NXP, Supplies and Freight.

Only minimum NXP and EXP supplies will be procured. The budget is **US\$220,000** which is **5.1%** of the budget. This small NXP budget points to a more serious NXP budget need in later years, as more NXP replacement becomes necessary.

OVERVIEW OF FY2000 OE LEVELS

REQUESTED O.E LEVEL.

The request level for FY2000 is **US\$5,446,600** which is considered adequate to support **seven USDH, 102 FSNs, two USPSC and two IDIs**, one of which is jointly funded with REDSO/ESA.

USPSC and FSN Salaries.

USPSC cost is increased by **5%**. At **US\$112,000**, this is about **2%** of the requested budget.

FSN salaries have been projected in the same fashion as the FY99 projection. A 10% pay increase and a 5% WGI is budgeted, thus the increase becomes 15%. This brings the FSN salaries and benefits amount to **US\$3,045,000** which is **55.9%** of the requested amount.

USDH Costs.

FY2000 mandatory travel includes the arrival of two replacements, four R & Rs, two home leaves and three people departing post. An inflationary rate of 10% on air tickets and education allowance is factored in. This brings the total, which includes 10% COLA, to **US\$852,900** or **15.7%** of the total requested budget

Rent, Security, Manpower, Utility, Maintenance, NXP, Supplies and Freight.

These costs have risen by **18%** from FY99 requested amounts, except for NXP and EXP costs, which increase by **10%** from **US\$255,000** to **US\$280,000**. The 18% rise in these costs, excluding NXP and EXP, is more than the inflationary rate of 10%, and is caused primarily by higher expected costs in new office and warehouse leases, and in the security contracts. The total for all these cost categories is **US\$1,071,000** which is **19.7%** of the requested amount. The same arguments presented above for the FY99 Request Level cost categories apply here.

TARGET O.E LEVEL.

Target level is budgeted the same as FY99 target budget, or **US\$4,277,600**. As in FY99, this is considered adequate to support five USDH, 102 FSNs, two USPSC's, and one EXO IDI position that is jointly funded with REDSO/ESA. The same arguments presented above for the FY99 Target Level apply to the FY2000 Target Level as well.

FSN Salaries.

If a 10% pay raise is granted in FY2000, along with 5% WGIs, then the projected FSN salary and benefits cost is **US\$ 2,548,700**, or **59.6%** of the straight-lined O.E budget of **US\$4,277,600**. The FSN salary is reduced below the request level by the cutting of FSN overtime and contingency costs from 10% to 5% of basic pay. This would cause great pressure to either

reduce FSN pay raises or to cut FSN staff, along with reducing other O.E support costs where possible.

CONTROLLER BUDGET NARRATIVE

REQUEST LEVEL FY1999: US\$637,900, FY2000: US\$645,200.

The USAID/Kenya Mission controller has one USDH and 10 FSNs to support the financial needs of the three strategic objectives through fiscal year 2000. One chief accountant, three financial analysts, one O.E. budget analyst, four accountants, and one secretary, are all considered to be the minimum number of employees needed to provide effective monitoring and processing of the USAID/Kenya Mission OE budget, to maintain audit coverage and accountability over USG resources, and to support the three Mission SOs. The costs stated below are only the controller's office costs felt to be large enough to mention.

Resource Code 11.8, FSN Salaries.

FSN salaries increase by 22% in FY98 and 15% in FY99 and FY2000. These increases are attributed to annual market level salary increases, and within grade increases (WGs).

Resource Code 12.1, USDH Benefits.

The FY99 education allowance increases from the FY98 level, with the arrival of a new controller. The amount does not increase in FY2000, as the size of the new controller's family is assumed to be constant. Rental, utility, security, maintenance, EXP and NXP costs remain fairly constant. No home leave travel or freight costs are incurred in FY98 and FY2000, as they are R & R years.

Resource Code 21.0, Travel and Transportation of Persons.

The controller goes for R & R in FY98 and departs post in FY99. In the same fiscal year a new controller arrives at post, resulting in a travel cost increase of 11%. Mission personnel site visits show no increase despite increases in transport costs. This factor is attributed to fewer site visits by Mission personnel including controller's office personnel.

The increases in all other resource codes in the controller budget are due to general increases in the prices of commodities and the escalating inflation rate (which stands at 10%). This is the trend in the recent economic history of Kenya.

TARGET LEVEL FY1999: US\$536,800, FY2000: US\$513,400.

Under the Target Level, the controller's position is eliminated in FY1999. The Mission becomes a non-controller post with FM FSN employees being retained by the Mission. Also, FSN overtime and contingencies has been reduced by 50%, from 10% of basic pay to 5% of basic pay.

Org. Title:	Kenya	Overseas Mission Budgets														
Org. No: 615		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total

Org. Title:	Kenya	Overseas Mission Budgets														
Org. No: 615		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total

Org. Title: Kenya		Overseas Mission Budgets														
Org. No: 615		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries	100	0	100	106.6	0	106.6	106.6	0	106.6	112	0	112	112	0	112
11.8	FN PSC Salaries	2373.7	0	2373.7	2425.7	0	2425.7	2595	0	2595	2498.7	0	2498.7	3000	0	3000
11.8	IPA/Details-In/PASAs/RSSAs Salaries	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.8	2473.7	0	2473.7	2532.3	0	2532.3	2701.6	0	2701.6	2610.7	0	2610.7	3112	0	3112
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	158.1	0	158.1	136.2	0	136.2	248.6	0	248.6	185.1	0	185.1	303.8	0	303.8
12.1	Cost of Living Allowances	27.2	0	27.2	27.6	0	27.6	31	0	31	20.6	0	20.6	31	0	31
12.1	Home Service Transfer Allowances	1.4	0	1.4	1.1	0	1.1	2.8	0	2.8	0.7	0	0.7	1.4	0	1.4
12.1	Quarters Allowances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Other Misc. USDH Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Payments to the FSN Separation Fund - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Other FNDH Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	US PSC Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Payments to the FSN Separation Fund - FN PSC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Other FN PSC Benefits	50	0	50	50	0	50	50	0	50	50	0	50	45	0	45
12.1	IPA/Detail-In/PASA/RSSA Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 12.1	236.7	0	236.7	214.9	0	214.9	332.4	0	332.4	256.4	0	256.4	381.2	0	381.2
13	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	Severance Payments for FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Other Benefits for Former Personnel - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	Severance Payments for FN PSCs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Other Benefits for Former Personnel - FN PSCs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Training Travel	50	0	50	37.5	0	37.5	50	0	50	37.5	0	37.5	50	0	50
21	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Post Assignment Travel - to field	10	0	10	7.5	0	7.5	20	0	20	5	0	5	10	0	10

Org. Title: Kenya		Overseas Mission Budgets														
Org. No:	615	FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
21	Assignment to Washington Travel	13	0	13	23.3	0	23.3	23.3	0	23.3	2.3	0	2.3	10.5	0	10.5
21	Home Leave Travel	18	0	18	0	0	0	0	0	0	33.8	0	33.8	33.8	0	33.8
21	R & R Travel	20	0	20	34.2	0	34.2	43.7	0	43.7	15.1	0	15.1	40.2	0	40.2
21	Education Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Evacuation Travel	10	0	10	10	0	10	10	0	10	10	0	10	10	0	10
21	Retirement Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Pre-Employment Invitational Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Other Mandatory/Statutory Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Site Visits - Headquarters Personnel	10	0	10	7.5	0	7.5	15	0	15	7.5	0	7.5	20	0	20
21	Site Visits - Mission Personnel	35	0	35	26.2	0	26.2	40	0	40	26.2	0	26.2	50	0	50
21	Conferences/Seminars/Meetings/Retreats	40	0	40	30	0	30	50	0	50	30	0	30	60	0	60
21	Assessment Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Impact Evaluation Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Disaster Travel (to respond to specific disasters)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Recruitment Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Other Operational Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 21.0	206	0	206	176.2	0	176.2	252	0	252	167.4	0	167.4	284.5	0	284.5
22	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22	Post assignment freight	58	0	58	43.5	0	43.5	116	0	116	29	0	29	58	0	58
22	Home Leave Freight	72.5	0	72.5	108.8	0	108.8	108.8	0	108.8	49.4	0	49.4	77.2	0	77.2
22	Retirement Freight	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Transportation/Freight for Office Furniture/Equip.	35	0	35	20	0	20	40	0	40	20	0	20	50	0	50
22	Transportation/Freight for Res. Furniture/Equip.	18	0	18	10	0	10	20	0	20	4.3	0	4.3	30	0	30
	Subtotal OC 22.0	183.5	0	183.5	182.3	0	182.3	284.8	0	284.8	102.7	0	102.7	215.2	0	215.2
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	128	0	128	155	0	155	155	0	155	185	0	185	185	0	185
23.2	Rental Payments to Others - Warehouse Space	15	0	15	45	0	45	45	0	45	80	0	80	80	0	80
23.2	Rental Payments to Others - Residences	250	0	250	229	0	229	243	0	243	195	0	195	267	0	267
	Subtotal OC 23.2	393	0	393	429	0	429	443	0	443	460	0	460	532	0	532
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	20	0	20	20	0	20	25	0	25	20	0	20	25	0	25
23.3	Residential Utilities	85	0	85	80	0	80	90	0	90	80	0	80	90	0	90
23.3	Telephone Costs	50	0	50	50	0	50	55	0	55	50	0	50	55	0	55
23.3	ADP Software Leases	0	0	0	15.7	0	15.7	45	0	45	18.2	0	18.2	45	0	45
23.3	ADP Hardware Lease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Commercial Time Sharing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Postal Fees (Other than APO Mail)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Other Mail Service Costs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Courier Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 23.3	155	0	155	165.7	0	165.7	215	0	215	168.2	0	168.2	215	0	215
24	Printing and Reproduction	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1
	Subtotal OC 24.0	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

Org. Title: Kenya		Overseas Mission Budgets														
Org. No:	615	FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.1	Studies, Analyses, & Evaluations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.1	Management & Professional Support Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.1	Engineering & Technical Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards	30	0	30	30	0	30	40	0	40	30	0	30	50	0	50
25.2	Residential Security Guard Services	85	0	85	85	0	85	100	0	100	85	0	85	120	0	120
25.2	Official Residential Expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Representation Allowances	2.1	0	2.1	2.1	0	2.1	2.1	0	2.1	2.1	0	2.1	2.1	0	2.1
25.2	Non-Federal Audits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Grievances/Investigations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Insurance and Vehicle Registration Fees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Vehicle Rental	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Manpower Contracts	20	0	20	20	0	20	30	0	30	20	0	20	35	0	35
25.2	Records Declassification & Other Records Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Recruiting activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Penalty Interest Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Other Miscellaneous Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Staff training contracts	30	0	30	22.5	0	22.5	30	0	30	22.5	0	22.5	30	0	30
25.2	ADP related contracts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.2	167.1	0	167.1	159.6	0	159.6	202.1	0	202.1	159.6	0	159.6	237.1	0	237.1
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	152.6	0	152.6	152.6	0	152.6	152.6	0	152.6	152.6	0	152.6	152.6	0	152.6
25.3	All Other Services from Other Gov't. accounts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.3	152.6	0	152.6	152.6	0	152.6	152.6	0	152.6	152.6	0	152.6	152.6	0	152.6
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	10	0	10	6	0	6	15	0	15	6	0	6	20	0	20
25.4	Residential Building Maintenance	15	0	15	10	0	10	20	0	20	9	0	9	30	0	30
	Subtotal OC 25.4	25	0	25	16	0	16	35	0	35	15	0	15	50	0	50
25.6	Medical Care	10	0	10	10	0	10	10	0	10	10	0	10	10	0	10
	Subtotal OC 25.6	10	0	10	10	0	10	10	0	10	10	0	10	10	0	10
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	10	0	10	12	0	12	12	0	12	10	0	10	13	0	13
25.7	Storage Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.7	Office Furniture/Equip. Repair and Maintenance	20	0	20	22	0	22	22	0	22	20	0	20	24	0	24
25.7	Vehicle Repair and Maintenance	10	0	10	10	0	10	12	0	12	10	0	10	13	0	13
25.7	Residential Furniture/Equip. Repair and Maintenance	4	0	4	4	0	4	5	0	5	4	0	4	6	0	6
	Subtotal OC 25.7	44	0	44	48	0	48	51	0	51	44	0	44	56	0	56
25.8	Subsistence and support of persons (by contract or Government)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Supplies and materials	60	0	60	60	0	60	75	0	75	30	0	30	80	0	80

Org. Title: Kenya		Overseas Mission Budgets														
Org. No: 615		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 26.0		60	0	60	60	0	60	75	0	75	30	0	30	80	0	80
31	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31	Purchase of Residential Furniture/Equip.	60	0	60	60	0	60	50	0	50	40	0	40	50	0	50
31	Purchase of Office Furniture/Equip.	40	0	40	30	0	30	30	0	30	20	0	20	30	0	30
31	Purchase of Vehicles	30	0	30	20	0	20	20	0	20	20	0	20	20	0	20
31	Purchase of Printing/Graphics Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	ADP Hardware purchases	20	0	20	10	0	10	10	0	10	10	0	10	10	0	10
31	ADP Software purchases	20	0	20	10	0	10	10	0	10	10	0	10	10	0	10
Subtotal OC 31.0		170	0	170	130	0	130	120	0	120	100	0	100	120	0	120
32	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32	Purchase of Land & Buildings (& construction of bld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Purchase of fixed equipment for buildings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Building Renovations/Alterations - Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Building Renovations/Alterations - Residential	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal OC 32.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Claims and indemnities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal OC 42.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		4277.6	0	4277.6	4277.6	0	4277.6	4875.5	0	4875.5	4277.6	0	4277.6	5446.6	0	5446.6
Dollars Used for Local Currency Purchases		<u>3500</u>			<u>3540</u>			<u>3710</u>			<u>3604</u>			<u>4210</u>		
Exchange Rate Used in Computations		<u>60</u>	<u>0</u>		<u>60</u>	<u>0</u>		<u>60</u>	<u>0</u>		<u>60</u>	<u>0</u>		<u>60</u>	<u>0</u>	
Workyears of Effort 1/																
FNDH		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FN PSCs		102	0	102	102	0	102	102	0	102	102	0	102	102	0	102
IPAs/Details-In		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manpower Contracts		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workyears		102	0	102	102	0	102	102	0	102	102	0	102	102	0	102

1/ One workyear of effort is equal to 2080 hours worked.

Cost of Controller Operations

Org. Title: USAID/KENYA			Overseas Mission Budgets														
Org. No: 615			FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC			Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total

Org. Title: USAID/KENYA			Overseas Mission Budgets														
Org. No: 615			FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC			Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total

Cost of Controller Operations

Org. Title: USAID/KENYA Org. No: 615 OC		Overseas Mission Budgets														
		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	FN PSC Salaries	360.7	0	360.7	389.5	0	389.5	414.8	0	414.8	448	0	448	477	0	477
11.8	IPA/Details-In/PASAs/RSSAs Salaries	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 11.8	360.7	0	360.7	389.5	0	389.5	414.8	0	414.8	448	0	448	477	0	477
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	24.1	0	24.1	0	0	0	33.8	0	33.8	0	0	0	31.9	0	31.9
12.1	Cost of Living Allowances	3.7	0	3.7	3.8	0	3.8	3.8	0	3.8	0	0	0	3.9	0	3.9
12.1	Home Service Transfer Allowances	0	0	0	0	0	0	0.7	0	0.7	0	0	0	0	0	0
12.1	Quarters Allowances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Other Misc. USDH Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Payments to the FSN Separation Fund - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Other FNDH Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	US PSC Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Payments to the FSN Separation Fund - FN PSC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12.1	Other FN PSC Benefits	5	0	5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5
12.1	IPA/Detail-In/PASA/RSSA Benefits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 12.1	32.8	0	32.8	6.3	0	6.3	40.8	0	40.8	2.5	0	2.5	38.3	0	38.3
13	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	Severance Payments for FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Other Benefits for Former Personnel - FNDH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	Severance Payments for FN PSCs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Other Benefits for Former Personnel - FN PSCs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Cost of Controller Operations

Org. Title: USAID/KENYA		Overseas Mission Budgets														
Org. No:	615	FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Training Travel	5	0	5	5	0	5	5	0	5	5	0	5	5	0	5
21	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Post Assignment Travel - to field	0	0	0	0	0	0	5	0	5	0	0	0	0	0	0
21	Assignment to Washington Travel	0	0	0	7.6	0	7.6	7.6	0	7.6	0	0	0	0	0	0
21	Home Leave Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	R & R Travel	9	0	9	0	0	0	0	0	0	0	0	0	10	0	10
21	Education Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Evacuation Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Retirement Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Pre-Employment Invitational Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Other Mandatory/Statutory Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Site Visits - Headquarters Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Site Visits - Mission Personnel	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5
21	Conferences/Seminars/Meetings/Retreats	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5
21	Assessment Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Impact Evaluation Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Disaster Travel (to respond to specific disasters)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Recruitment Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Other Operational Travel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 21.0	19	0	19	17.6	0	17.6	22.6	0	22.6	10	0	10	20	0	20
22	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22	Post assignment freight	0	0	0	0	0	0	29	0	29	0	0	0	0	0	0
22	Home Leave Freight	0	0	0	27.8	0	27.8	27.8	0	27.8	0	0	0	0	0	0
22	Retirement Freight	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Transportation/Freight for Office Furniture/Equip.	1.3	0	1.3	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5
22	Transportation/Freight for Res. Furniture/Equip.	0.4	0	0.4	0.6	0	0.6	2	0	2	0.6	0	0.6	2	0	2
	Subtotal OC 22.0	1.7	0	1.7	30.9	0	30.9	61.3	0	61.3	3.1	0	3.1	4.5	0	4.5
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	8	0	8	9.6	0	9.6	9.6	0	9.6	11	0	11	11.5	0	11.5
23.2	Rental Payments to Others - Warehouse Space	1	0	1	2.8	0	2.8	2.8	0	2.8	5	0	5	5	0	5
23.2	Rental Payments to Others - Residences	22	0	22	22	0	22	22	0	22	0	0	0	24	0	24
	Subtotal OC 23.2	31	0	31	34.4	0	34.4	34.4	0	34.4	16	0	16	40.5	0	40.5
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2
23.3	Residential Utilities	8.8	0	8.8	8.8	0	8.8	8.8	0	8.8	0	0	0	8.8	0	8.8
23.3	Telephone Costs	3.1	0	3.1	3.1	0	3.1	3.1	0	3.1	3.1	0	3.1	4	0	4
23.3	ADP Software Leases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Cost of Controller Operations

Org. Title: USAID/KENYA		Overseas Mission Budgets														
Org. No: 615		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
23.3	ADP Hardware Lease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Commercial Time Sharing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Postal Fees (Other than APO Mail)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Other Mail Service Costs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23.3	Courier Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 23.3	13.1	0	13.1	13.1	0	13.1	13.1	0	13.1	4.3	0	4.3	14	0	14
24	Printing and Reproduction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 24.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.1	Management & Professional Support Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.1	Engineering & Technical Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards	1.8	0	1.8	1.8	0	1.8	1.8	0	1.8	1.8	0	1.8	1.8	0	1.8
25.2	Residential Security Guard Services	9	0	9	9	0	9	9	0	9	0	0	0	9	0	9
25.2	Official Residential Expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Representation Allowances	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Non-Federal Audits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Grievances/Investigations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Insurance and Vehicle Registration Fees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Vehicle Rental	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Manpower Contracts	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2
25.2	Records Declassification & Other Records Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Recruiting activities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Penalty Interest Payments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Other Miscellaneous Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Staff training contracts	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5	2.5	0	2.5
25.2	ADP related contracts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.2	14.5	0	14.5	14.5	0	14.5	14.5	0	14.5	5.5	0	5.5	14.5	0	14.5
25.3	Purchase of goods and services from Government ac	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	15.2	0	15.2	15.2	0	15.2	15.2	0	15.2	15.2	0	15.2	15.2	0	15.2
25.3	All Other Services from Other Gov't. accounts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal OC 25.3	15.2	0	15.2	15.2	0	15.2	15.2	0	15.2	15.2	0	15.2	15.2	0	15.2
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	0.3	0	0.3	0.3	0	0.3	0.3	0	0.3	0.3	0	0.3	0.3	0	0.3
25.4	Residential Building Maintenance	1	0	1	1	0	1	1	0	1	0	0	0	1	0	1
	Subtotal OC 25.4	1.3	0	1.3	1.3	0	1.3	1.3	0	1.3	0.3	0	0.3	1.3	0	1.3

Cost of Controller Operations

Org. Title: USAID/KENYA Org. No: 615 OC		Overseas Mission Budgets														
		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	1	0	1	0.6	0	0.6	0.6	0	0.6	0.6	0	0.6	0.6	0	0.6
25.7	Storage Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.7	Office Furniture/Equip. Repair and Maintenance	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2	1.2	0	1.2
25.7	Vehicle Repair and Maintenance	0.4	0	0.4	0.6	0	0.6	0.6	0	0.6	0.6	0	0.6	0.6	0	0.6
25.7	Residential Furniture/Equip. Repair and Maintenance	0.1	0	0.1	0	0	0	0.1	0	0.1	0	0	0	0.1	0	0.1
Subtotal OC 25.7		2.7	0	2.7	2.4	0	2.4	2.5	0	2.5	2.4	0	2.4	2.5	0	2.5
25.8	Subsistence and support of persons (by contract or grant)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal OC 25.8		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Supplies and materials	3.5	0	3.5	4.5	0	4.5	4.5	0	4.5	4.5	0	4.5	4.5	0	4.5
Subtotal OC 26.0		3.5	0	3.5	4.5	0	4.5	4.5	0	4.5	4.5	0	4.5	4.5	0	4.5
31	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31	Purchase of Residential Furniture/Equip.	5.5	0	5.5	5.5	0	5.5	7.1	0	7.1	0	0	0	7.1	0	7.1
31	Purchase of Office Furniture/Equip.	1.8	0	1.8	0.6	0	0.6	1.8	0	1.8	0.6	0	0.6	1.8	0	1.8
31	Purchase of Vehicles	2	0	2	0	0	0	2	0	2	0	0	0	2	0	2
31	Purchase of Printing/Graphics Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	ADP Hardware purchases	2	0	2	1	0	1	2	0	2	1	0	1	2	0	2
Subtotal OC 31.0		11.3	0	11.3	7.1	0	7.1	12.9	0	12.9	1.6	0	1.6	12.9	0	12.9
32	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32	Purchase of Land & Buildings (& construction of buildings)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Purchase of fixed equipment for buildings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Building Renovations/Alterations - Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Building Renovations/Alterations - Residential	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal OC 32.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Claims and indemnities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal OC 42.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		506.8	0	506.8	536.8	0	536.8	637.9	0	637.9	513.4	0	513.4	645.2	0	645.2
Dollars Used for Local Currency Purchases		441			471			498			450			568		
Exchange Rate Used in Computations		60			60			60			60			60		

TRUST FUNDS & FSN SEPARATION FUND

Orgno: _____

Org. Title: _____

Foreign National Voluntary Separation Account

Action	FY 97			FY 98			FY 99		
	OE	Program	Total	OE	Program	Total	OE	Program	Total
Deposits	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Withdrawals	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Unfunded Liability (if any)
at the end of each FY.

Local Currency Trust Funds - Regular (\$000s)

	FY 97	FY 98	FY 99
Balance Start of Year	0.0	0.0	0.0
Obligations	0.0	0.0	0.0
Deposits	0.0	0.0	0.0
Balance End of Year	0.0	0.0	0.0

Exchange Rate(s) Used

Trust Funds in Dollar Equivalents, not in Local Country Equivalents

Local Currency Trust Funds - Real Property (\$000s)

	FY 97	FY 98	FY 99
Balance Start of Year		0.0	0.0
Obligations			
Deposits			
Balance End of Year	0.0	0.0	0.0

Trust Funds in Dollar Equivalents, not in Local Country Equivalents